

## REGION 4



Ronald D. McInroy, Director  
UAW Sub-Region 4  
1795 Lafayette Street  
Janesville, WI 53546

Phone: (608) 713-7900

---

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

RAYMOND CURRY, *PRESIDENT*

FRANK STUGLIN, *SECRETARY-TREASURER*

---

VICE-PRESIDENTS: CHUCK BROWNING • TERRY DITTES • CINDY ESTRADA

May 27, 2022

To: All Region 4 Local Union Presidents, Financial Secretaries, Recording Secretaries,  
Civil Rights Committee Chairpersons and Area Civil Rights Chairpersons

Greetings:

The 36th Annual UAW Civil and Human Rights Conference will be held **Sunday**, August 28 through Friday, September 2 at the Walter and May Reuther Family Education Center.

Registration of delegates will be held on August 28, from 12 p.m. to 4:30 p.m. **Attendance is limited to delegates only.**

**Housing/Registration:** The registration fee is \$700 per delegate, based on double occupancy, and includes all meals during the conference (breakfast/lunch/dinner). Single room requests must be made in advance and will incur an additional cost of \$200, to be paid upon check-in. Single room availability is limited and will be assigned on a first-come, first-served basis. Single room confirmations will be emailed by August 12.

The \$700 registration fee must be received in your Regional Office no later than August 5.

Please note there are two different websites: one for conference and hotel registration and another for airline reservations.

- To register for the **conference and hotel** (including workshops and housing selection), please use the following website:

[civilrights.uaw.org](http://civilrights.uaw.org)

Username: UAWCR

Password: CR2022

- To make an **airline reservation**, please use the following link (only works in Chrome):

<https://cvent.me/e2NwW0>

Complete one online registration per delegate. Registration deadline – **August 5.**

### TRAVEL REIMBURSEMENT

Delegates whose worksites are located more than 500 miles from the center (one way) will be reimbursed travel expenses at the end of the conference as follows:

Continue

**Hotel and Mileage:**

**For those driving more than 500 miles one way (1,000 roundtrip):**

Mileage is not reimbursed for the first 1,000 miles of a round-trip. After 1,000 miles, a driver will be reimbursed using the IRS-rate for each mile. The International Union determines mileage according to Rand-McNally and reimburses for the most direct route to the center. Do not rely on Internet mileage charts.

On trips to and from the center, delegates will be entitled to one night's lodging when driving more than 500 miles; two nights' lodging for 1,000 miles or more. Hotel rates should not exceed \$65 per night for single occupancy; \$80 per night for double occupancy. Delegates must save hotel receipts and submit to the center for reimbursement. Upon completion of the program, delegates will receive mileage and/or hotel refunds. Meals, highway tolls or other costs incurred during travel are not refundable by the UAW.

**Air Transportation:**

**For those flying to Detroit (Worksite must be more than 500 miles one way):**

For those who choose to fly, they will arrive in Detroit on Saturday. The Family Education Center will make hotel reservations for the Saturday night stay. That information will be printed on the e-ticket itinerary provided by the travel agency. Charter buses will leave Detroit from the hotel Sunday at 9 a.m. EST and arrive at the center at approximately 3:30 p.m. For Friday's return trip, no flights will be made before 4:30 p.m. EST.

To take advantage of Super-Saver rates, all flight arrangements are made by the Family Education Center at least 14 days in advance. When contacted by TSI travel agency, be prepared to pay for airfare with either a personal credit card or through arrangements made with the local union. Local unions may pay with a check or by credit card. No personal checks will be accepted.

In cases of airline reservations not made 14 days in advance, the International Union will refund only the cost of Super-Saver fares. Meals, phone charges, or other costs incurred during travel are not refundable.

Airfare reimbursement will be made upon completion of the conference. A \$75 airline registration fee will be deducted from the reimbursement. The International Union will reimburse only the cost of a 14-day advance non-refundable ticket. Any changes, additional costs or late fees will not be reimbursed and is the responsibility of the local union or delegate.

Please allow 48 hours to process airline reservation requests.

**Luggage Reimbursement:**

For those who fly, the International Union will reimburse your first piece of luggage each way. You must save your receipts and submit at the center for reimbursement.

**Payment:** Make conference registration/housing payments payable to **International Union, UAW** and in the memo field put Civil and Human Rights Conference.

Please complete the attached Local Union Delegate Attendance and Payment Form. Submit the form and payment to Anthony Rainey, Regional Civil and Human Rights Coordinator by **August 5**. **Mail to:**  
**UAW Sub-Region 4 Office, 1795 Lafayette Street, Janesville, WI 53546, Attn: UAW CR.**

*Please note:* Registration forms received without payment will not be processed. Cancellations must be submitted in writing to the Regional Office at least 10 days prior to the conference.

**Subsidies for small local unions:** Each region is eligible to select five (5) delegates for a subsidy that will cover the cost (\$543) for double occupancy and conference meals (breakfast/lunch/dinner). The local union is responsible for paying \$157 for the conference registration fee for each subsidy received. If the delegate is granted single occupancy housing, the local union is also responsible to pay an additional cost of \$200 for the single occupancy room. The \$700 registration fee (or subsidy amount) must be received in the Civil and Human Rights Department no later than August 12.

For additional information about the conference or if you have any questions, please contact the Civil and Human Rights Department at (313) 926-5361.

In solidarity,



Ronald D. McInroy

Director

Region 4, UAW

ARR/RDM:aw  
opeiu494/aflcio  
Enclosure(s)

## Conference Schedule

### **Sunday, August 28**

12 p.m. – 4:30 p.m. – Registration  
5 p.m. – 6:30 p.m. – General Session  
6:30 p.m. – 7:30 p.m. – Dinner

### **Monday, August 29**

7 a.m. – 8 a.m. – Registration  
8:45 a.m. – Workshops  
1:15 p.m. - Workshops

### **Tuesday, August 30**

8:45 a.m. – Workshops  
1:15 p.m. – Workshops/Activity

### **Wednesday, August 31**

8:45 a.m. – Workshops  
\*\*\*Red Shirt Wednesday\*\*\*

### **Thursday, September 1**

8:45 a.m. – 4 p.m.  
General Session  
Class Presentations

### **Friday, September 2**

8:45 a.m. – Wrap Up

Walter and May Reuther Family Education Center  
2000 Maxon Road  
Onaway, MI 49765  
989-733-8521

#### Directions to the Walter and May Reuther Family Education Center

If leaving Detroit Metro Airport, take I-94 West to I-275 North to I-96 West, to US 23 North, which becomes I-75 near Flint. Travel north to exit 310, Indian River.

If heading north on Interstate 75, take Exit 310 (Indian River). Turn right onto M-68 East toward Onaway/Rogers City.

Travel approximately 20 miles to the town of Tower. Approximately 1-mile past Tower, you will turn left on FO-5 (Aurora Gas Company is located on the right). A UAW sign is posted directing you to turn left. This road is also known as Black River Rd.

Once on FO-5, travel approximately 5 miles until you come to a STOP sign. You will see the Black Lake Golf Club. Continue across the road, which leads directly onto the Center.

## Conference Workshop Descriptions

- **Unlearning Hate** – Nothing is more destructive to solidarity than hate, especially hate against a group of people. How that kind of bigotry seeps into our daily thinking will surprise you. This workshop explores how we learn hate so we can unlearn hate.
- **Understanding LGBTQ Rights** – Provides an overview of Lesbian, Gay, Bisexual, Transgender, and Queer people and the challenges they face in the workplace and in our union. Includes education and discussion about the differences, stereotypes, and values distinguishing LGBTQ people and effective means of communicating such differences to non-LGBTQ people.
- **Sexual and Other Forms of Discriminatory Harassment** – This class is designed to help delegates gain an awareness and understanding of sexual and other forms of discriminatory harassment, its impact on the workplace, and what they can do to prevent and address harassment in organizations.
- **Policy and Procedures** – The goal of this workshop is to equip delegates with information and techniques on the anti-harassment policies, rights in the workplace, how to set up and build a strong Local Union Civil and Human Rights Committee, identify the roles and responsibilities of the Committee, and learn how to work together with institutions and organizations to build community coalitions.
- **Advanced Policy and Procedure** – This class will give you a better understanding of what is required when doing an investigation. You will be expected to utilize forms from the Guidebook and write a report with recommendations after the investigation. This class will take you beyond the initial policy and procedure class. Prerequisite for this class is to have completed Basic Policy and Procedures.
- **EEOC Cases and Employment Laws** – Provides an overview of employment laws and various EEOC case studies. This class introduces the basic framework of anti-discrimination laws. This class focuses on understanding what needs to be proven to show a violation of the law and provides tools for identifying discrimination and putting a case together. You will discuss the best ways to respond to a complaint.
- **Lobbying 101** – Lobbying elected officials is an important part of labor’s role in the political process, but it can be hard to get started! This class will explain how to effectively lobby to achieve our political goals, the different ways to lobby, and how to best access our elected representatives on the state level. The class will also unpack the legislative process and show how you can find, understand, and track legislation that is important to you. The class will include role playing exercises on lobbying techniques, as well as how to read and analyze legislation, how to prepare for lobbying meetings, and what to do when you’re meeting with someone who does not agree with you. The class will also discuss how to make sure you are using accurate information, quick ways to check sources, and how to avoid “fake news” when engaging in the lobbying process.

- **Hispanic/Latino Culture 101** – This workshop is aimed at providing delegates with a better understanding of the Hispanic/Latino culture. This will include informative information defining what the different Hispanic cultures are, issues in the workplace that affect the Latino community (Impact of COVID-19, wage and earning gaps, underemployment, lack of access to educational opportunities), and policies and procedures that need continued advocacy.
- **Keys to An Effective Standing Committee** – Participants will learn the duties and responsibilities of their standing committee; committee structure (chair, co-chair, recording secretary, treasurer, member, and subcommittee/task force); ideas for recruiting and engaging members in committee work; learn how to plan an event or project; plan a meeting; how to run an effective meeting; and how to report out at their local union meeting.

ra/opeiu494

**UAW Civil and Human Rights Conference  
Local Union Delegate Attendance and Payment Form**

Please submit this form and payment to Anthony Rainey, Regional Civil and Human Rights  
Coordinator **by August 5.** Mail to:  
UAW Sub-Region 4 Office, 1795 Lafayette Street, Janesville, WI 53546, Attn: UAW CR.

Make checks payable to: **International Union, UAW**

Region \_\_\_\_\_ Local Union \_\_\_\_\_

Delegate		Payment Amount
First Name	Last Name	
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy
		<input type="checkbox"/> \$700 Double <input type="checkbox"/> \$157 Subsidy

opeiu494aficio