



EDUCATION DEPARTMENT

UAW BASICS

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INTRODUCTION

This booklet provides some general information about the UAW. More specific information is available through the UAW Purchasing Department. We hope you find this booklet helpful and seek more detailed information about UAW programs and educational materials.

FOUNDING

The International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) was founded on August 26, 1935, in Detroit, Michigan, as United Automobile Workers of America.

In 1941, the union's official name changed to United Automobile, Aircraft, and Agricultural Implement Workers of America to reflect the union's expansion representing workers in other employment sectors.

The union's name was updated in 1962 to International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America and continues to be used to this day.

HEADQUARTERS

UAW headquarters is also known as Solidarity House. The address is 8000 East Jefferson Avenue, Detroit, Michigan 48214.

The UAW Legislative and Governmental and International Affairs Department offices are located at 1757 N. Street NW, Washington, DC 20036.

OUR CONSTITUTION

The UAW Constitution is the highest law of our Union. It has been adopted, and can be amended, only by a majority vote of the delegates at regular Constitutional Conventions or Special Conventions.

The Constitution provides a strong foundation to support the union's day-to-day work and sets forth the rights, guarantees and responsibilities of all UAW members.

The full UAW Constitution can be found at www.uaw.org.



OUR PURPOSE

The UAW's purpose is set forth in Article 2 of the UAW Constitution.

- To improve and protect the wages, health care, pensions, work hours, and work conditions of all UAW members.
- To unite in one organization, regardless of religion, race, creed, color, sex, political affiliation or nationality, age, disability, marital status or sexual orientation, gender identity, or gender expression.
- To improve workplace health and safety conditions and accomplish necessary reforms by using our bargaining power and, if these efforts fail to establish justice for UAW members, to advocate and support strike action.
- To educate ourselves in the history of the labor movement and to develop and maintain an intelligent and dignified membership.
- To vote and work for the election of candidates and pass improved laws that are in the interest of all workers.

OUR PURPOSE *continued*

- To engage in legislative, political, educational, civic, welfare, and other activities that further the interests of UAW members and improve general economic and social conditions in the United States, Canada, the Commonwealth of Puerto Rico, and the nations of the world.
- To work in solidarity with other international unions and the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and Canadian Labour Congress (CLC).

CONSTITUTIONAL CONVENTION

Every four years, the UAW holds a Constitutional Convention where delegates adopt resolutions that set the union's position on important workplace and societal issues, decide constitutional changes, and elect officers and regional directors.

Local union members elect their convention delegates. Local union delegate numbers and votes are based on membership size.

SPECIAL COLLECTIVE BARGAINING CONVENTION

A special convention on collective bargaining normally convenes before the expiration of the UAW's contracts with Ford, Stellantis, General Motors, and other major employers.

The convention is called to develop a general collective bargaining program for the entire union.

Convention delegates are the delegates to the immediately preceding Constitutional Convention. Local union presidents and bargaining committee chairs may – by local union membership action – be present as special delegates with voice but no vote.

WHO WE ARE



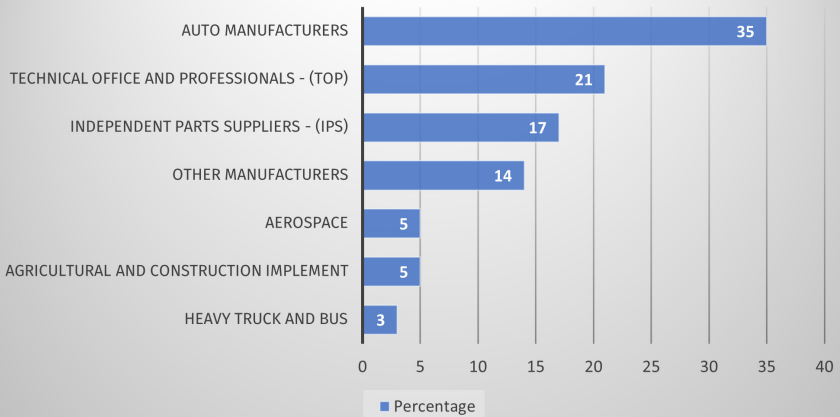
The UAW is well-known as the union of auto assembly and parts workers, but about half of us work in other sectors.

We are casino workers; technical, office, and professional employees; heavy truck, bus, and agricultural implement assemblers; aerospace workers, health insurance, and health care professionals and technicians.

We make a wide variety of products and provide a wide variety of services. We make refrigerators, cleaning products, coffee, firearms, airplanes, and toys. We produce beer, write and edit books, provide legal services, teach students, and process driver licenses. You would be hard-pressed to find a sector of the economy untouched by a UAW member.

The UAW has over 1 million active and retired members in the United States, Canada and Puerto Rico.

Membership by Sector



Over half of UAW members work in the automotive sector assembling (35%) or making auto parts (17%). Fourteen percent manufacture other products. Twenty-one percent of us are in the technical, office, and professional (TOP) sector. The rest of us work in the heavy truck and bus, agricultural and construction equipment, and sectors.

WHERE WE WORK

Most active UAW members can be found in Michigan, Ohio, Indiana, Illinois, New York, California, Missouri, Pennsylvania, Texas, and Iowa.

ABOUT LOCAL UNIONS

Local unions are autonomous units of the UAW comprised of members who work for the same employer and share a common interest in their work conditions. Local unions that are comprised of members who work for different employers are amalgamated.

There are over 600 UAW local unions in the United States, Canada, and Puerto Rico.

Local unions hold monthly membership meetings, while most amalgamated locals hold unit meetings and general membership or joint council meetings. Members establish their own local union bylaws, which must be approved by the International Union, UAW President.

Members elect executive board members who administer the local union between membership meetings. In some locals, there is an elected shop or bargaining committee responsible for negotiating the collective bargaining agreement on behalf of local union members. They also sometimes handle member contract grievances.

Local unions are required to have 10 standing committees, including education, community services, civil and human rights, veterans, conservation and recreation, and women's. Standing committee members are elected by local union members or appointed by the local union president as determined by local union bylaws.

UAW members work through local union committees to play a role in the larger social and economic justice movement for all workers. Standing committees allow members to get involved and help set local union goals. Members work together through standing committees to build the power of our union.

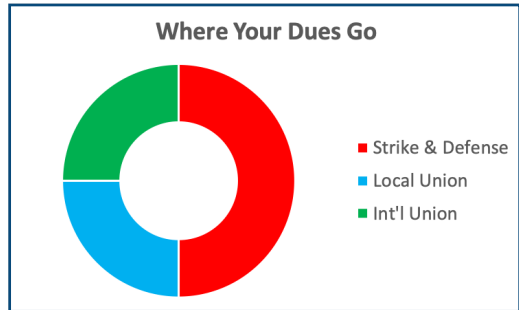
MEMBER DUES

UAW members pay dues in an amount determined by their pay structure and whether they have a legal right to strike. Dues are set by UAW Constitutional Convention delegates.

HOW DUES ARE USED

LOCAL UNION

A large portion of dues is rebated back to the local union. This is used to support member representation and education, as well as fund the many activities of the local within their community.



INTERNATIONAL UNION GENERAL FUND

The International UAW pays for membership education, communication, and organizing – programs geared toward building the union’s strength when it comes to negotiating benchmark pensions and health care benefits, job security provisions, strong health and safety standards, fair work procedures, joint quality programs, and many other important contractual provisions. UAW’s legal, social security, research, and health and safety departments provide expert assistance to help negotiate and enforce collective bargaining agreements.

INTERNATIONAL UNION STRIKE AND DEFENSE FUND

A well-funded Strike and Defense Fund puts employers on notice that UAW members have the resources to strike, if necessary, to win important bargaining demands. It has proven again and again that being prepared to strike can be the most effective way to avoid a strike. That’s why few UAW contract settlements have involved strikes.

ARE UAW DUES USED FOR FEDERAL CAMPAIGN CONTRIBUTIONS?

No. That’s a common misunderstanding. The fact is federal (and many state) election laws prohibit unions from contributing members’ dues money to political candidates. The only money that can be used for contributions to federal candidates is money members voluntarily contribute to V-CAP.

UAW Dues

UAW members contribute monthly dues to support the work of their union. Each month are subject to the minimum monthly dues. From bargaining contracts provide the resources used by locals every day. Article 16 is set by delegation structure occurred at the 37th Constitutional Convention held in June 2011.



Once the Strike and Defense Fund reaches \$850 million, the lower dues structure will be in effect until the Strike and Defense Fund reaches \$650 million at which time the higher dues structure will be in effect until the Strike and Defense Fund reaches \$850 million.

Explained!

n. Members employed part-time who work at least 40 hours per calendar
acts to enforcing them through the grievance procedure, union dues
ates to UAW Constitutional Conventions. The last change to the dues
8.

Members who worked at least 40 hours per month and...

After Strike and
Defense Fund is over
\$850 million

\$850 MILLION

Members who worked at least 40 hours per month and...
to strike and
fully



2 hours of straight time pay

Members who worked at least 40 hours per month and...
to strike and
fully



1.15% of gross straight time
monthly wages

Members who worked at least 40 hours per month and...
to strike and
a nontraditional
ing part time and
hourly basis



Members who worked at least 40 hours per month and...
to strike and
fully



1.4 hours of straight time pay

Members who worked at least 40 hours per month and...
to strike and
fully



.805% of gross straight time
monthly wages

Members who worked at least 40 hours per month and...
to strike and
time and
hourly basis



Contracture shall remain in effect unless the Strike and Defense Fund drops to \$650 million and Defense Fund once again reaches \$850 million.

ABOUT THE INTERNATIONAL UNION

The International Executive Board (IEB) consists of five officers (President, Secretary-Treasurer, and three Vice-Presidents) and eight Regional Directors. Together, the IEB comprises the elected International leadership team.

The IEB administers the International Union and directs International staff representatives to help local unions and members with collective bargaining, organizing, political action, education, legal questions, health and safety, and other issues.

International Union departments and councils are structured based on the UAW's bargaining relationships with employers, industries, or work sectors.

INTERNATIONAL OFFICERS

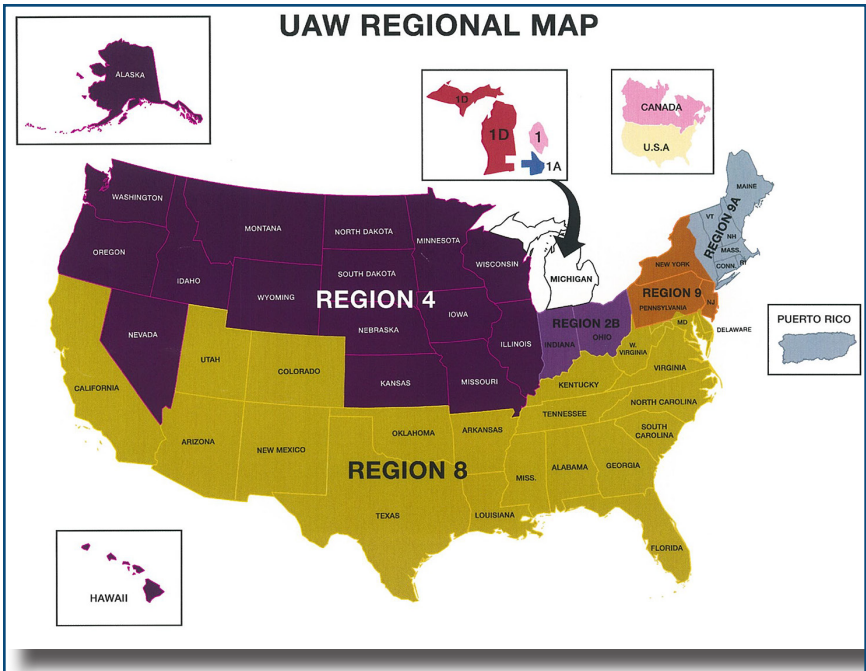
Officers are elected by the voting delegates to the UAW's Constitutional Convention, who, in turn, are elected by local union members. The current International Officers can be found at: <https://uaw.org/executive-board>.

INTERNATIONAL TRUSTEES

Three International trustees are elected at UAW Constitutional Conventions to safeguard all International Union, UAW funds, and property. The trustees are responsible for designating a certified public accounting firm to conduct a semi-annual audit of the International Union's financial records. Under the UAW Constitution, trustees serve for 12 years, a three-term period.

REGIONS AND REGIONAL DIRECTORS

The UAW is divided into eight geographic regions. Each region is led by a regional director elected at the UAW Constitutional Convention by delegates from the region they represent. The current Regional Directors can be found at: <https://uaw.org/executive-board>



Each region has a headquarters and may have additional sub-regional offices where high concentrations of UAW members are distant from the regional office.

REGIONS AND REGIONAL DIRECTORS *continued*

REGION 1: Covers the following counties in Michigan: Huron, Lapeer, Macomb, Oakland, St. Clair, Sanilac, Tuscola, and part of Wayne (including Detroit) and Canadian UAW local unions.

REGION 1A: Covers most of Wayne County, Michigan (including part of Detroit), Monroe County, and Washtenaw County and extends to the Ohio border.

REGION 1D: Covers UAW workers in Michigan's Upper Peninsula and the central, western, and northern portions of the Lower Peninsula.

REGION 2B: Covers members from over 50 diverse places of employment in Ohio and Indiana.

REGION 4: Covers the North-Central and Northwest states of Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, South Dakota, Wyoming, Montana, Kansas, Missouri, Oregon, Washington, Idaho, Nevada, Alaska, and Hawaii.

REGION 8: Covers the southern states west to the Pacific Ocean, including Tennessee, Kentucky, Virginia, West Virginia, North Carolina, South Carolina, Mississippi, Alabama, Georgia, and Florida, the District of Columbia, Maryland, Delaware, Arkansas, Texas, Louisiana, New Mexico, Arizona, Colorado, Oklahoma, Utah, and California. It also covers four Pennsylvania counties: Franklin, Cumberland, Adams, York.

REGION 9: Covers western and central New York, New Jersey, and Pennsylvania, excluding the counties of Franklin, Cumberland, Adams, and York.

REGION 9A: Covers eastern New York (including the New York City metropolitan area, the Hudson Valley, and the Capital District area), Connecticut, Massachusetts, Rhode Island, New Hampshire, Vermont, Maine, and Puerto Rico.

UAW STAFF

UAW International staff members provide general and specialized assistance to UAW officers, regions, local unions, and members.

International staff members are trained to assist in a wide range of areas, including contract bargaining, administration, and enforcement; education, organizing, civic engagement, health and safety, and civil and human rights. Specialized services include legal, research, actuarial, and communications.

Most UAW staff members are represented by the UAW Staff Council.

The International's Communications staff is represented by the Communications Workers of America/The Newspaper Guild Local 34022 (CWA/TNG Local 34022).

Legal Department attorneys are members of the UAW Staff Lawyers Union.

Clerical and maintenance employees are represented by the Office and Professional Employees International Union, AFL-CIO (OPEIU Local 494).

Outside security guards are members of the International Union of Security, Police, and Fire Professionals of America (SPFPA Local 119).

AFFILIATED LABOR ORGANIZATIONS

In addition to being affiliated with the AFL-CIO and Canadian Labor Congress, the UAW is affiliated with IndustriALL Global Union, representing over 50 million energy, mining, and manufacturing workers around the world. It is also affiliated with the International Trade Union Confederation, consisting of over 176 million workers from 162 countries and territories.

MEMBER APPEAL RIGHTS

UAW members have unique internal appeal rights under the UAW Constitution. Many years ago, UAW Constitutional Convention delegates created the Public Review Board (PRB) and Convention Appeals Committee (CAC) to hear member appeals concerning any action, inaction, or decision of a local union, or any of its units, committees, officers, committeepersons or stewards, and the International Union, International Executive Board, international officers, regional directors, international representatives, or subordinate bodies.

Each UAW region is represented on the CAC by a member who was an elected UAW Constitutional Convention delegate and selected by lot from the delegates of each UAW region.

The PRB is an independent entity that is comprised of four outstanding public citizens. The PRB's members can be found at: <http://www.uawpublicreviewboard.com/prb/>

All CAC and PRB decisions are final and binding.

UAW FAMILY EDUCATION CENTER

The Walter and May Reuther UAW Family Education Center is the realization of late UAW President Walter Reuther's vision of a world-class worker education and recreational center.

Also known as Black Lake, the Family Education Center opened in 1970. This beautiful wooded retreat has been visited by thousands of UAW members and families for union-related education, training, and recreational programs.

During most of the year, the facility is used widely by the UAW to conduct training and hold conferences attended by member delegates.

UAW FAMILY EDUCATION CENTER *continued*



Black Lake's employees are members of the United Steel Workers (USW Local 2-100) and the International Security, Police, Fire Professionals of America (SPFPA Local 32). Golf course maintenance employees are members of the International Union of Operating Engineers (IUOE). Foodservice workers are members of Unite HERE (Hotel Employees and Restaurant Employees).

The center is located at 2000 Maxon Road, Onaway, MI 49765, and can be reached at (989) 733-8521.

BLACK LAKE CAMPGROUND

Black Lake has pet-friendly campsites available (\$30 per day for members, \$38 per day for non-members) with full hookups. You can make reservations at www.uawblacklake.com or by calling Black Lake at (989) 733-8521.

BLACK LAKE GOLF CLUB

Black Lake Golf Club is located on the Black Lake Conference Center campus. UAW members receive a 10% discount, and UAW retirees receive a 20% discount off public weekly and weekend rates.

Since opening in 2000, the beautiful Rees Jones-designed course has placed highly in Golf Digest's "100 Greatest Public Courses in America." The old-style, classic course blends with the natural terrain.

Black Lake Grille offers guests a spectacular view in an elegant setting to enjoy breakfast, lunch, or dinner right by the golf course. A lounge is also available for drinks.



For more information about golf course rates, packages, and membership, you may call (989) 733-GOLF or visit www.black-lakegolf.com.



KEEP UP WITH THE UAW



www.uaw.org



www.facebook.com/uaw.union



[@uaw](https://twitter.com/uaw)



[uaw.union](https://www.instagram.com/uaw.union)



www.youtube.com/uaw



UAW mobile app



EDUCATION DEPARTMENT

UAW BASICS

8000 East Jefferson Avenue
Detroit, Michigan 48214
(313) 926-5474
education@uaw.net

SD:EF:rv
opeiu494afl-cio

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For additional copies, contact:
UAW Purchasing Department
uawsupply@uaw.net
(313) 926-5221