

## REGION 4



Brandon W. Campbell, Director  
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INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

SHAWN FAIN, *PRESIDENT*

MARGARET MOCK, *SECRETARY-TREASURER*

VICE-PRESIDENTS: CHUCK BROWNING • MIKE BOOTH • RICH BOYER

May 6, 2024

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

Re: UAW Civil and Human Rights Conference – August 25-30, 2024

Greetings:

The 38<sup>th</sup> Annual UAW Civil and Human Rights Conference will be held at the Walter and May Reuther Family Education Center, 2000 Maxon Road, Onaway, MI 49765. Registration of delegates will be held on August 25, from 12:00 to 4:30 p.m. Attendance is limited to delegates only. The theme for this year is *Stand Up, Fight Back, Move Forward in Solidarity for Social and Economic Justice.*

### Housing/Registration/Payment:

- The registration fee is \$760 per delegate, based on double occupancy, and includes all meals during the conference (breakfast/lunch/dinner).
- Make conference registration/housing payments payable to **International Union, UAW** and in the memo field put Civil and Human Rights Conference.
- Please complete the enclosed Local Union Delegate Attendance/Payment Form and mail it along with payment checks to UAW Sub-Region 4 office, 1795 Lafayette Street, Janesville, WI 53546, Attn: Andrea/UCHRC. Registration forms received without payment will not be processed.
- The registration deadline is August 9<sup>th</sup>.
- Cancellations must be submitted in writing to Andrea Williams at [amwilliams@uaw.net](mailto:amwilliams@uaw.net) 10 days prior to the conference.

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: CR2024

Complete one online registration per delegate. The registration website will be open from May 24<sup>th</sup> until August 9<sup>th</sup>.

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

<https://cvent.me/LXKvw2>

Continue

## **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:

### **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 them 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 your 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 them to the center for reimbursement.

**Subsidies for small local unions:** The International Union will subsidize all meals (breakfast/lunch/dinner) and lodging (double occupancy) for five delegates from each region. Regional Directors may designate local unions to receive additional financial support. The local union is responsible for paying a lower conference registration fee of \$154 for each subsidy received.

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All subsidies must be submitted to the Director's Office no later than the close of business on August 8<sup>th</sup>. To be considered for this assistance, the local union president must make the request to my attention in writing and attach the local's last three-monthly financial statements. If chosen, you will receive a confirmation letter from me.

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,



Brandon W. Campbell  
Director  
Region 4, UAW

BC/NR:aw  
opeiu494afl-cio  
Enclosures

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

Please submit this form and payment to UAW Sub-Region 4 office, 1795 Lafayette Street,  
Janesville, WI 53546, Attn: Andrea/UCHRC **by August 9**

Make checks payable to: International Union, UAW

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

Delegate		Payment Amount
First Name	Last Name	
		<input type="checkbox"/> \$760 Double <input type="checkbox"/> \$154 Subsidy
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## Conference Schedule

### **Sunday, August 25**

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

### **Monday, August 26**

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

### **Tuesday, August 27**

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

### **Wednesday, August 28**

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

### **Thursday, August 29**

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

### **Friday, August 30**

8:45 a.m. – Wrap Up

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

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

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.

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

Travel 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

- **Understanding Bias Through the History of our Solidarity** – Our history has shown that when the need arises, we have been able to set aside our biases and unite around a common cause to overcome many challenges and obstacles. This workshop will explore the root of our biases so that we might rid ourselves of its insidious nature, combat its effects, and strengthen our solidarity as we continue the fight for social and economic justice.
- **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.
- **Civil and Human Rights Basic Policy and Procedures** – The goal of the 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.
- **Civil and Human Rights 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 Procedure.
- **Civil and Human Rights Basic/Diversity, Equity, and Inclusion** – This workshop will provide participants with an understanding of discrimination and harassment policies as well as how to combat the same. In addition, the workshop will provide a conceptual framework of Diversity, Equity, and Inclusion (DEI) in the workplace to promote the fair treatment and full participation of all people, including populations who have historically been under-represented or subject to discrimination because of their background, identity, disability, race, or other factors.
- **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 are meeting with someone who does not agree with you quickly and easily. 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.
- **Strategic Planning to Grow Your Standing Committee** – Too often, standing committees fall into a routine where the same program is run year after year with diminishing results. This workshop is designed to help all standing committees reset and create strategic plans that meet the needs of today's membership.