



Official Call
39th Annual UAW Civil and Human Rights Conference
August 24-29, 2025
Walter and May Reuther Family Education Center
Black Lake
Onaway, Michigan

Greetings:

The 39th Annual UAW Civil and Human Rights Conference is August 24 - 29 at the Walter and May Reuther Family Education Center. This year's theme is "Defending...Demanding...Justice... We are the Defenders of Justice."

Delegate registration will be held on August 24 from 12:00 to 4:30 p.m. Attendance is limited to delegates only. Delegates are defined as members chosen through their local to attend the conference.

Housing/Registration: The registration fee is \$760 per delegate, based on double occupancy, and includes all meals during the conference (breakfast, lunch, and dinner).

Please submit the \$760 registration fee to your Regional Office as soon as possible or pay through LUIS. If your Regional Director gives your Local a subsidy, your registration fee is \$154.

Please note there are two 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

Username: UAWCR

Password: CR2025

Registration will open on May 19th, 2025

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

<http://cvent.me/2NL2mE>

Complete one online registration per delegate. Registration deadline – **August 1st**.

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

Please complete the attached Local Union Delegate Attendance and Payment Form. Submit the form and payment to your regional director by **August 1st**.

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.

Parking Policy: To avoid any embarrassment for participants, please be advised of the following Walter and May Reuther UAW Family Education Center policy:

Only Union-made/American-made vehicles are allowed on-site. This only includes vehicles that are union-made in the USA and Canada. If you have a vehicle at the gate that does not fit these criteria, there are parking facilities just outside the entrance. To see if your vehicle is American/union-made, your Vehicle Identification Number (VIN) will begin with a 1, 2, 4, or 5. VIN numbers are located on the dashboard or door jamb of your vehicle.

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 round-trip):

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 program completion, 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):

Those who choose to fly 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 travel agency's e-ticket itinerary. Charter buses will leave Detroit from the hotel on Sunday at 9 a.m. EST and arrive at the center at approximately 3:30 p.m. No Friday return trip 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 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.

If airline reservations are not made 14 days in advance, the International Union will refund only the cost of Super-Saver fares. Meals, phone charges, or other expenses 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 expenses, or late fees will not be reimbursed and are 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 the cost of their first piece of luggage each way. You must save your receipts and submit them to the center for reimbursement.

Subsidies for small local unions: Each region is allowed five delegates for a subsidy that will cover double occupancy and conference meals (breakfast/lunch/dinner). The local union is responsible for paying \$154 for the conference registration fee for each subsidy received. To qualify for a subsidy, contact your Region.

If you need more information about the conference or have questions, please call the Civil and Human Rights Department at (313) 926-5361.

In solidarity,

A handwritten signature in black ink that reads "Helen Walker". The signature is written in a cursive, flowing style.

Helen Walker, Director
Civil and Human Rights Department

HW/se
opeiu494aficio

Conference Schedule

Sunday, August 24

12:00 – 4:30 p.m. – Registration
5:00– 6:30 p.m. – General Session
6:30 p.m. – 7:30 p.m. – Dinner

Monday, August 25

7:00 – 8 :00a.m. – Registration
8:45 a.m. – Workshops
1:15 p.m. - Workshops

Tuesday, August 26

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

Wednesday, August 27

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

Thursday, August 28

8:45 a.m. – 4:00 p.m.
General Session
Class Presentations

Friday, August 29

8:45 a.m. – Wrap Up

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.

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 Road.

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

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

Workshop Descriptions

- **Civil and Human Rights Basic Policy and Procedures**—The workshop's goal is to equip delegates with information and techniques on anti-harassment policies and rights in the workplace. It will also teach them how to set up and build a strong Local Union Civil and Human Rights Committee, identify the committee's roles and responsibilities, and work together with institutions and organizations to build community coalitions.
- **The Ethical Consumer**—This workshop deeply delves into ethical considerations when purchasing goods and services and how union-made and USA-made goods tie into those principles. Participants will learn how to locate union-made and USA-made goods, why it's imperative to make an effort, and the importance of spreading the word to family and friends. Ultimately, the goal of this workshop is for participants to understand the power of their wallets and how their spending affects union jobs.
- **Civil and Human Rights Advanced Policy and Procedure** – This class will give you a better understanding of what is required for 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. A prerequisite for this class is to have completed Basic Policy and Procedure.
- **Understanding LGBTQ Rights** – Provides an overview of Lesbian, Gay, Bisexual, Transgender, and Queer people, and the challenges they face in the workplace and 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.
- **Civil and Human Rights Basic/Diversity, Equity, and Inclusion** – This workshop will provide participants with an understanding of discrimination and harassment policies and how to combat them. 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.
- **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.
- **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 lobby to achieve our political goals effectively, the different ways to lobby, and how to best access our elected representatives at 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, how to read and analyze legislation, prepare for lobbying meetings, and what to do when meeting someone who disagrees with you quickly and easily. The class will also discuss how to ensure you are using accurate information, quick ways to check sources, and avoiding “fake news” when lobbying.
- **Managing Mental Health in 2025 and Beyond** - Addressing mental health in a unionized workplace can be complex. Modern unions are increasingly taking a proactive role in facilitating conversations around mental health and addressing both the consequences of untreated conditions and the importance of early intervention. Today’s work environments also grapple with the rising challenge of workplace burnout. FHE Health's presentation explores effective strategies for managing burnout, stress, and anxiety, while also outlining appropriate protocols for care and response when these issues arise.

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

Please submit this form and payment to your Regional Director **by August 1**

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
		<input type="checkbox"/> \$760 Double <input type="checkbox"/> \$154 Subsidy
		<input type="checkbox"/> \$760 Double <input type="checkbox"/> \$154 Subsidy
		<input type="checkbox"/> \$760 Double <input type="checkbox"/> \$154 Subsidy
		<input type="checkbox"/> \$760 Double <input type="checkbox"/> \$154 Subsidy
		<input type="checkbox"/> \$760 Double <input type="checkbox"/> \$154 Subsidy
		<input type="checkbox"/> \$760 Double <input type="checkbox"/> \$154 Subsidy

opeiu494aficio