

PLAN

Welcome

Dear Delegate To The 37th UAW Constitutional Convention:

36 Convention Delegates have come before you as a member of the highest membership authority of our great union, to affirm, maintain or alter our UAW Constitution, and to elect the officers to the UAW International Executive Board.

TEAM – Workin 4 A Livin would like to extend our sincere thanks to you for having the courage to stand up for what is fair, just and proper for our members, by running for and becoming a Delegate to the 37th UAW Constitutional Convention.

“To Achieve Change; Great Courage Is Required”

Thank You For Being Courageous.

Resolutions

TEAM – Workin 4 A Livin offers several resolutions for change of the UAW Constitution they may be viewed [here](#).

Issues and Methods For Change



As we address each of the following issues facing our membership, you will notice that “TEAM – Workin 4 A Livin” upholds a “Labor Ethos” in every and all ways.

Thank You For Being Courageous.

Allow us to address Wages, Hours or Work and Working Conditions; the three mandatory subjects of bargaining:

WAGES:

Looking back, during so called “bad economic times” we have been asked to give concessions. Always, with the thought that such concessions be reclaimed during “good economic times”. In the past few years, corporations have had not only record profits, but also record profits as a percentage of revenue.

Yet, in the face of such corporate largess, most all of “we the members” are aware of recent UAW/General Motors Memorandum of Understanding containing a “Competitive Operating Agreement” addressing the “creative” outsourcing effectively moving top wage “Old Legacy” jobs to GM Subsystems LLC for nearly half the rate of pay.

Thank You For Being Courageous.

HOURS OF WORK:

We believe everyone is aware of what have been called “Alternative Work Schedules” (AWS). Some members are working as many as three different start times/shifts during the same week. Thus, negatively affecting their circadian clock. A book, by the name of “Time Out” has been written outlining all of the negative affects of AWS.

This is what our UAW Constitution has to say about “hours”:

Article 2; Section 1: To improve working conditions, **create a uniform system of shorter hours**, higher wages, health care and pensions; to maintain and protect the interests of workers under the jurisdiction of this International Union.

Thank You For Being Courageous.

WORKING CONDITIONS:

We understand that everyone is aware that jobs, in all sectors, have been progressively become worse and jobs are now compressed, and timed to maximum human capacity. Sadly, resulting in many work-related repetitive injuries occurring.

This is what our UAW Constitution has to say about “working conditions”:

Article 2; Section 1: **To improve working conditions**, create a uniform system of shorter hours, higher wages, health care and pensions; to maintain and protect the interests of workers under the jurisdiction of this International Union.

Thank You For Being Courageous.

On these above matters: TEAM Working 4 A Livin's goals are to end the suppression of core wages, increase wages per hour, return C.O.L.A. for actives and C.O.L.A. for retirees, put an end to alternative work schedules that by and through their constant changes to our members circadian clock exacerbate all of the problems outlined in the book "Time Out", and end such inhuman job timing & return each and every job to a reasonable "Fair Days Work". This last one would require removing the "competitive Clause in the Det-3 CBA [GM/UAW CBA Appendix K] ending the requirement for UAW Presidents and Bargaining Chairs to make the company more competitive, and to:

Return the mandatory subjects of bargaining, "Wages, Hours and Working Conditions" to a Labor Ethos. Some of these goals may be administrative, and some will actually require membership action.

Thank You For Being Courageous.



STOP CORRUPTION:

We have all read the news of about the government's investigation. TEAM – Workin 4 A Livin will leave such investigations to those proper authorities as that is beyond our control. Of Course, there are matters that would be in our control should TEAM – Workin 4 A Livin ascend to leadership; such as:

1. Why was this [money](#) paid?
2. Why did the Public Review Board have to Exonerate [these members](#)?
3. Why didn't the IEB deal with this [election committee](#)?

This is what our UAW Constitution and Federal Law have to say about "above matters of remuneration beyond that prescribed by the UAW Constitution, Charges proper and improper, violation of Title 29 U.S. Code 504":

Article 39 Paragraph 2 “Duties”: “Your duties are defined in the laws of the International Union, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW) and in your obligation; should any emergency arise not provided for in these, you are expected to act according to the dictates of common sense, guided by an earnest desire **to advance the best interest of the International Union** and this Local Union...”

TEAM Workin 4 A Livin aspires to return the above matters to “advance the best interest of the International Union. As you can tell many of these goals may be administrative, and some will actually require membership action.

Thank You For Being Courageous.

COMMUNICATE BETTER:

Most all of us feel our voices are not being heard on the big issues.

This is what our UAW Constitution has to say about the “above matter of communication”:

Article 29, Section 1. **The International Union shall engage in communication programs (through print, electronic media or otherwise) designed to educate the membership and to acquaint the membership with the activities of this International Union.** Special publications or other communications for all, or a particular segment, of the membership shall be disseminated from time to time as the International Executive Board may direct. The title of any official print publication shall be “Solidarity,” or its successor designation, Official Publication of the International Union.

TEAM Workin 4 A Livin aspires to improve the above to facilitate better “two-way” communication by establishing worksite contacts with that sole charge.

WEEKLY VISITS:

There are no requirements to make visits to member work places.

TEAM Workin 4 A Livin commits to make weekly visits to member work places, and to visit each of the nine regions once each calendar quarter.

Thank You for Being Courageous.

ABIDE BY THE CONSTITUTION REGARDING AGE:

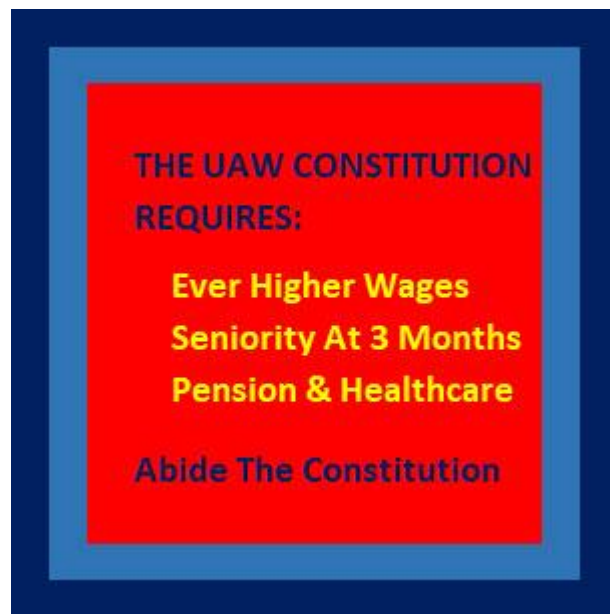
This is what our UAW Constitution has to say about the “age”:

Article 2, Section 2. **To unite in one organization, regardless of** religion, race, creed, color, sex, political affiliation or nationality, **age,** disability, marital status or sexual orientation, all employees under the jurisdiction of this International Union.

Thus, there is no age limitation to be found anywhere in the UAW Constitution.

TEAM Workin 4 A Livin aspires to abide by the UAW Constitution regarding “age”.

Thank You for Being Courageous.



EVER HIGHER WAGES:

This is what the UAW Constitution (Affirmed by 36 Delegates before you) has to say about “wages”:

Article 2; Section 1: To improve working conditions, create a uniform system of shorter hours, **higher wages**, health care and pensions; to maintain and protect the interests of workers under the jurisdiction of this International Union.

We'll aspire to transit back to an hourly wage base that includes a 2% Annual Improvement Factor [AIF], and COLA will lead to an even greater wage benefit.

Thank You for Being Courageous.

SENIORITY AT 3 MONTHS:

This is what the UAW Constitution (Affirmed by 36 Delegates before you) has to say about "work permits" for temporary workers:

Article 13; Section 22. The International Secretary-Treasurer shall issue a standard "Work Permit" card which shall be furnished to Local Unions at cost. Such work permit shall be cancelled or renewed thirty (30) days following the date contained thereon. The charge for each work permit or renewal by the Local Union shall be not less than the amount of the monthly dues set by the Local Union, one half (1/2) of which shall be paid to the International Union. It shall be left to the discretion of the Local Union to determine the duration of the period for which work permits are issued. **In no case, however, shall work permits be issued to any worker for a period of more than three (3) consecutive months."**

As our UAW Constitution limits temporary work permits to three consecutive months, Corporations have no business dictating our membership status. TEAM Workin 4 A Livin aspires to immediately enforce our Constitution on any and all Collective Bargaining Agreements.

Thank You for Being Courageous.

PENSION AND HEALTH CARE:

This is what the UAW Constitution (Affirmed by 36 Delegates before you) has to say about "Pension and Health Care":

Article 2; Section 1: To improve working conditions, create a uniform system of shorter hours, higher wages, **health care and pensions**; to maintain and protect the interests of workers under the jurisdiction of this International Union.

TEAM Workin 4 A Livin aspires to add Health Care and Pensions for all members in compliance with the UAW Constitution.

Thank You For Being Courageous.

ABIDE BY THE CONSTITUTION:

Workin 4 A Livin will indeed to abide by and administer the UAW Constitution so as to avoid members being punished for [standing up against corruption](#), or allowing election committees [installing convicted narcotics felons](#).



ONE MEMBER ONE VOTE:

With the advent of so many appointed members beholdng to the local leadership to retain their preferred job. The Democracy of our UAW has been skewed. Thus, a One Member One Vote system is needed, so long as protections are also included so as to prevent billionaires from infiltrating, raiding and destroying our union.

TEAM Working supports “One Member; One Vote”!

Thank You For Being Courageous.

ELECTRONIC VOTING:

With the advent of technology leading up to this year of 2018, electronic voting has become a truly viable method. With so many election appeals occurring there appears to be serious issues with the current and now antiquated system of “Who Can Shout The Loudest” at Convention, and at the dual and multiple voting sites at the local union level.

TEAM Working 4 A Livin supports “Electronic Voting at Conventions and in all Local Elections and Ratification Votes.”

Thank You For Being Courageous.

SEPERATE RATIFICATION:

With the advent of so many concessions for specialized groups like skilled trades and retirees, it is clear that two-part-ballot (1. General Contract {retirees prohibited}, and 2. Items exclusive to the specialized group) for separate ratification is now a requirement.

TEAM Workin 4 A Livin supports separate ratification.

Thank You For Being Courageous.



END TIERS – IT’S THE LAW:

As it happens under the United States Constitution and applicable case law surrounding the “Equal Protection Doctrine” creating a second class within a class is prohibited. Thus, the creation of Tiers of disproportionate wages for the same work is also prohibited.

TEAM Workin 4 A Livin does have such Statute and Case Law at our disposal and will immediately act to enforce the existing laws as proscribed in Article 2; Section 4 of the UAW Constitution in the interest of all our members!

Thank You For Being Courageous.

NO TEMPORARIES AFTER 3 MONTHS:

This is what the UAW Constitution (Affirmed by 36 Delegates before you) has to say about “work permits” for temporary workers:

Article 13; Section 22. The International Secretary-Treasurer shall issue a standard “Work Permit” card which shall be furnished to Local Unions at cost. Such work permit shall be cancelled or renewed thirty (30) days following the date contained thereon. The charge for each work permit or renewal by the Local Union shall be not less than the amount of the monthly dues set by the Local Union, one half (1/2) of which shall be paid to the International Union. It shall be left to the discretion of the Local Union to determine the duration of the

period for which work permits are issued. In no case, however, shall work permits be issued to any worker for a period of more than three (3) consecutive months.”

As our UAW Constitution limits temporary work permits to three consecutive months, Corporations have no business dictating our membership status.

TEAM Workin 4 A Livin will immediately enforce our UAW Constitution on any and all Collective Bargaining Agreements.

Thank You for Being Courageous.

END ALTERNATIVE WORK SCHEDULES:

We believe everyone is aware of what have been called “Alternative Work Schedules” (AWS). Some members are working as many as three different start times/shifts during the same week. Thus, negatively affecting their circadian clock. A book, by the name of “Time Out” has been written outlining all of the negative effects of AWS.

This is what our UAW Constitution has to say about “hours”:

Article 2; Section 1: To improve working conditions, create a uniform system of shorter hours, higher wages, health care and pensions; to maintain and protect the interests of workers under the jurisdiction of this International Union.

TEAM Workin 4 A Livin will immediately enforce our UAW Constitution regarding uniform and shorter hours on any and all Collective Bargaining Agreements.

Thank You For Being Courageous.

RETURN TO A FAIR DAYS WORK:

Job standards set by Temporaries fearful of their job, and then imposed on all workers have become injury causing and unacceptable. Thus, we need to return to a “Fair Days Work”.

TEAM Workin 4 A Livin will immediately begin making an economic argument to the Corporations to return to a “Fair Days Work”

Thank You For Being Courageous.

REPATRIATE JOBS TO THE UNITED STATES:

On our TEAM Workin 4 A Livin [Radio Show](#); we outlined the tax changes that the rest of the world did, un-be-known to us in the United States, that most of the rest of the world is on a

sale tax system to pay for their countries government, and the United States stayed on a payroll withholding tax system.

This difference put the United States at a 32% tax DISADVANTAGE allowing products to be sold here in the U.S. with zero “cost of government” taxation in them.

TEAM Workin 4 A Livin will urge all in government to quite simply and easily stop the dumping in the United States, that has caused the loss of 90% our manufacturing jobs, by simply charging the sales tax not enforced/charged on foreign products, and just send that sales tax back to the respective foreign company. This will result in manufacturing jobs progressively returning to the United States.

Thank You For Being Courageous.



PROTECT PENSIONS:

In the 2015, Federal Law in the name of “The Pension Protection Act of 2006” found its way into the Detroit-3 collective bargaining agreements. This law cuts pensions by 50% should the pension plan funding fall below 80%.

At no time should a retiree ever be at risk of their pension being cut in half. Such language needs to be removed for our contracts, and we need to work to repeal any and all such laws.

TEAM Workin 4 A Livin will immediately begin an initiative to remove this law from any and all collective bargaining agreements.

Thank You For Being Courageous.

PROTECT HEALTHCARE:

In March of 2018, a Federal District Judge in the south east district of Michigan ruled that health care is not vested for life and is now subject to the last Collective Bargaining Agreement. Thus, reversing the idea that health care trusts are not in the best interest of the members. In light of this very recent FEDERAL COURT DECISION, having health care

administered by Corporations and in the collective bargaining agreements are not in the long term best interests of retirees.

TEAM Workin 4 A Livin will immediately begin an initiative to retain health care trusts as they may exist, and to move any and all existing retiree health care contained within collective bargaining agreements to Trust based retiree health care, and work to make each trust better.

Also, as you know, TEAM Working 4 A Living supports Medicare for everyone in the United States.

Thank You For Being Courageous.

PENSIONS & HEALTHCARE:

As everyone knows in the 2007 Detroit-3 Collective Bargaining Agreements Healthcare and Pensions were ended for all new members effective with that CBA.

This is what the UAW Constitution (Affirmed by 36 Delegates before you) has to say about "Pension and Health Care":

Article 2; Section 1: To improve working conditions, create a uniform system of shorter hours, higher wages, **health care and pensions**; to maintain and protect the interests of workers under the jurisdiction of this International Union.

Again... TEAM Workin 4 A Livin will immediately work toward compliance with the UAW Constitution regarding Health Care and Pensions for all members

Thank You For Being Courageous.



PROTECT UAW PUBLIC SECTOR (T.O.P.S.):

The Public-Sector workers in the U.A.W. Technical Office and Professional Services (T.O.P.S.) Department has grown to fully one third of the U.A.W. As these workers Collective Bargaining Agreements are subject to Civil Service Laws, Regulations and Legislation as administered by the respective Civil Service Commissions.

Therefore, as the legislatures in many states have become more “Corporation Friendly”, our TOPS members need more protection by “Worker Friendly” legislative bodies.

Therefore, in a concerted effort to further protect our TOPS Department members:

TEAM Workin 4 A Livin will build upon past political success; beginning with identifying candidates and elected officials as either “Corporate Friendly” or “Worker Friendly”, and void of traditional and polarizing party identifiers. Also, our TEAM is in discussions with a member from the floor, who desires to implement a simple yet sophisticated system where rank and file members actually vet, agree or not to support, get elected and hold to account worker-friendly candidates and elected officials.

Thank You for Being Courageous.



ELIMINATE CONFLICTS OF INTEREST:

As everyone knows there are Corporate assets in union trusts thus creating a conflict of interest as contracts are being negotiated.

TEAM Workin 4 A Livin will immediately work to Resolve Conflicts of Interest
Divest any UAW ownership interest in any company that has Union-represented members

Thank You for Being Courageous.

STOP OUTSOURCING:

As most everyone knows there are many outside contractors doing work formerly down by UAW Skilled and Non-Skilled members.

TEAM Workin 4 A Livin will immediately work to Stop Outsourcing, end outside companies doing former UAW-contracted jobs, end outside contractors with a regular presence in a UAW facility (a closed shop) and prevent any so-called “Conductors” (Non-skilled members performing skilled operations.) from every becoming a classification.

Thank You For Being Courageous.

ORGANIZING:

As most everyone knows our UAW organizing efforts have suffered some very public losses.

Therefore: TEAM Workin 4 A Livin will immediately work to initiate organizing efforts that would be a straight “yes” or “no” certification vote, and void of any “neutrality agreements” imposing foreign labor methods such as a German Style Works council upon those actually desirous to join our Great “American” UAW.

Thank You For Being Courageous.

“DEAD PEASANTS INSURANCE”:

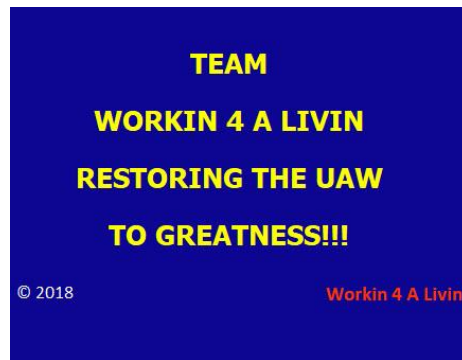
As very few actually know, for over a decade Corporations have been purchasing extra life insurance on retired members, not for the benefit of the retiree, but for the benefit of the Corporation’s executive officers. As it turns out in 2006 the U.S. Department of Treasury declared this a “tax dodge” and as a resolve required permissions from every retiree to purchase “Corporate Life Insurance On Retirees” aka “Dead Peasants Insurance”. We know of any retiree granting any such authority. However, In April of 2017 it became known through a published article that FORD CEO Mark Fields pension fund was \$858million dollars. In a May 1, 2017 recorded speech on the steps of the Michigan Presidential candidate Leroy McKnight outed Mark Fields for such an egregious pension fund. FORD CEO Mark Fields was fired three weeks to the day later on May 21, 2017. While, we do not know who may have authorized such permissions that have allowed Corporate executives to divert literally billions of dollars to themselves, however:

TEAM Workin 4 A Livin after partnering with the other stake holders, (Government, stock and bond holder and communities) in an effort to assure our fair share of the renewed revenue source; our TEAM will immediately work to end any and all such permissions that suppress our members monies. Doing so in the interest of the members!!!

Thank You For Being Courageous.

NOTE: As IP addresses located in the General Motors building in Detroit are currently the number one and two visitors to workin4alivin.com; we know that the name Workin 4 A Livin strikes fear in Corporations world-wide. As this information is so sensitive and critical to your

well-being, we have directed you to this companion site; so that the Corporations will not have ease of access to it. Thank you in advance for being discrete with this information.



Dear Delegates: If you too find so many actions, of the last decade or so, are in direct conflict with the mandatory requirements of the UAW Constitution – as affirmed by the 36 series of delegates who sat in UAW Constitution Convention before you – then please consider the candidates of TEAM Workin 4 A Livin!

Also... We're not asking for your vote.

However... We are asking you; to do what your members have sent you here to do:

VOTE 4 Change.

And... As you cast your vote for change, hold your head up a little higher, and have a new and proud “pep” in your step as you walk.

So that when you return to your work-place you can proudly tell your members:

We did exactly and specifically what you told us to do!

Please Remember:

“To Achieve Change; Great Courage Is Required”

Thank You For Being Courageous.

Lastly, should you desire the high honor of nominating any one of the TEAM Workin 4 A Livin Candidates. Please contact them personally or via email at: Workin4ALivin@Workin4ALivin.com

THANK YOU FOR YOUR TIME AND CONSIDERATION, AND MAY YOUR GOD OR HIGHER POWER; BLESS OUR UNION, OUR COUNTRY AND ALL WHO "WORK 4 A LIVIN" EVERY DAY!!!