

Education Committee 2018

Meetings: 3rd Tuesday of Every Month

Time: Lunch

Place: Competitive Manufacturing room

**Pizza Provided
Bring your own Beverage**

Outline for UAW Education Committee

October 16, 2018

Class # 1

Course: Basic Union, Past, Present and Future

Welcome

30 Minutes total time.

Free Lunch bring a drink next time:

Please come in get your pizza and have a seat.

This is how we have this laid out.

12 Minutes for Labor and Union history

Labor Unions history.

Same but different.

12 Minutes for Current and Future

How the Union works today and where we are going in
the future.

Contracts

Contract proposals

2 min for Trivia Nut



Welcome

Thank you for coming today and taking time out of you busy schedule.

Our goal is to increase your knowledge about unions, your union and others. ***You are the union.***

By education we hope to show past, present and the future of unions and how you can make a difference for you, your future and your love ones.



Labor and Union history

Labor Past:

Where did we come from?

- History shows there has been guilds, workers of crafts and trades although the years. In the 1700's guilds were different than what we have today but some of the same characteristics are still visible today in our modern unions.
- Same but greatly different. They were different because of the times and how labor was looked at. They did not have factories as we do today but they saw a need to set up their own organizations which maintained and defended their rights in the community.

Guild and Crafts were set up in three groups.

1. **Master Craftsmen:** Men who could set up their own shops and run them.
2. **Journeyman:** Men who worked for **Master Craftsmen**
3. **Apprentices:** who started at a young age, usually began at ten to fifteen years of age, and would live in the master craftsman's household. Most would serve an Apprenticeship of 7 years.

In the Ancient Guilds the **Master** and the **Journeyman** work together to protect their way of life and their craft.

They also did many things to protect their right to have a fair wage and better working conditions.

Many vast industrial groups of our modern industry would, for more profit will pit workers against workers and workers against owners as history will show later in this course.

Next month topic on history:

Labor problems in 1451 B.C, and you thought you were the only one to have problems.

Present

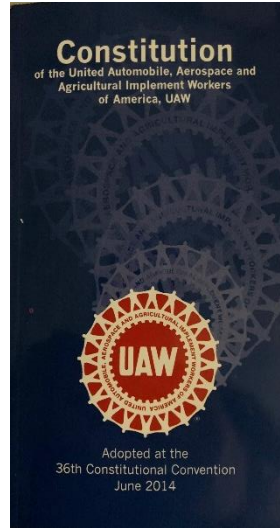
How the Union works today.



UAW books you should know about:

What governs the International Union?

Constitution of the UAW



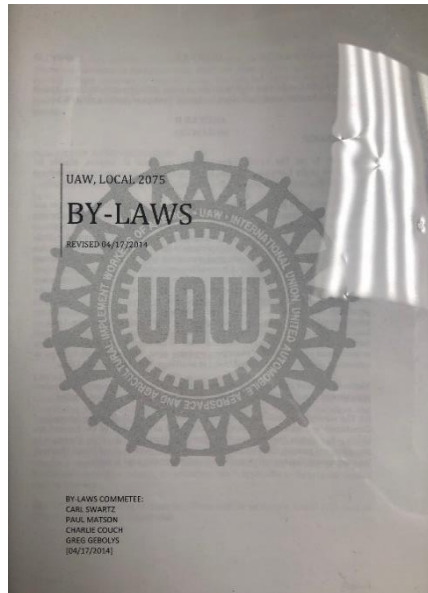
It is updated at the Constitutional Convention ever 4 years
2014, 2018 etc.

This tells how the union is ran through a strict set of rules and guide lines.

Changes to the Constitution are made during the Constitutional Convention by proposals that go through a set process. Proposed amendments then presented to the delegates who approve them or not. If they pass the vote by official delegates they then become amendments.

What governs the Local Union?

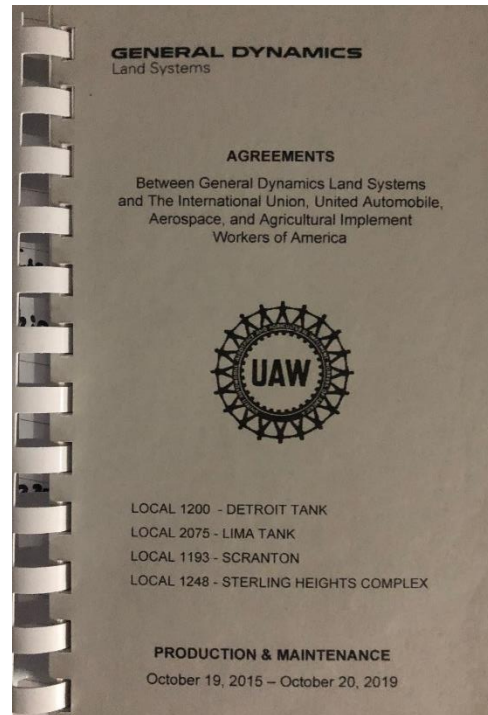
Constitution of the UAW and The Local Union By Laws



By Laws are set guidelines to run each local union. Those too are changed by a vote of the membership of the local union when needed.

What governs the local union and the company?

National Agreement



Covers agreements at the national level with **representatives** from all local unions sit on a counsel for this.

When we sit down to hammer out a new agreement it is done on the union side by: International Union Department Vice President.

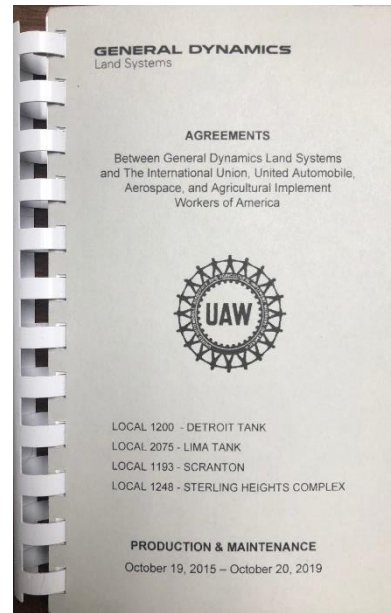
With one Chairman from local unions.

Precedents from each union

And some others Benefit rep, Skilled trades etc.

What governs the local union and the company locally?

Local Agreement



Covers agreements at the local level

When we sit down to hammer out a new agreement it is done on the union side by:

International Rep
The Vice President
and local elected officials

Changes are made when the contract is up and we then negotiate a new National and Local agreement.

How does that happen?

Ideas:

- Ideas come from the floor and made in the written form as contract proposals National and the Local.
- Union members submit written proposals to the union by a specified date. If they don't know where it is in the Contract leave it blank.
- They are then compiled into all one list just as written

Put in Order at a local level:

- They are then read at the union meeting.
- They are put in order as what is most important
- Example
 - 1.
 - 2.
 - 3.
- National items are put on a national list
- When the proposal are all read the local union must adopt them at the union meeting by Vote.

Send to the National UAW and GD Counsel:

Then the compiled list are sent to the counsel for the National master list for negotiations

- The people on the union side must work together with all the unions for the counsel.
- It is very important that the union have a game plan going in to get the most out negotiations.
- Know who you are dealing with
- What are their assets?
- Profit margins
- Contracts coming up.
- Future cost of health care

Contract Proposal for National Agreement

Please print

Name optional _____
Dept. _____
Phone _____

1. Proposal
Section or page and line _____
New Idea _____

Change
Proposal _____

2. Proposal
Section or page and line _____
New Idea _____

Change
Proposal _____

3. Proposal
Section or page and line _____
New Idea _____

Change
Proposal _____

Contract Proposal for Local Agreement

Please print

Name optional _____

Dept. _____

Phone _____

1. Proposal

Section or page and line _____

New Idea _____

Change

Proposal _____

2. Proposal

Section or page and line _____

New Idea _____

Change

Proposal _____

3. Proposal

Section or page and line _____

New Idea _____

Change

Proposal _____

Brothers and Sisters

Thanks for coming today

See you next month