

To: All UAW 29th Constitutional Convention Delegates

We Are At A Crossroads

Brothers & Sisters,

For over 50 years our great union has been in the forefront of the struggle for economic and social justice for our membership and the communities in which we live. We have made much progress and overcome many challenges along the way. The success we have enjoyed was hard-fought and won within a framework of internal democracy, leadership, accountability, and solidarity, not the result of management and the establishment's good intentions.

Now we are at a crossroads. Despite every attempt by some in leadership to gloss over the severe decline in our effectiveness, much of the progress of the past is being rolled back. Our rank and file membership senses our growing powerlessness. They are confused and frustrated and distrust leadership's response to it.

This Constitutional Convention should be the forum for a vigorous democratic debate on the direction of our union.

DEMOCRACY IN DECLINE

Sadly, the reputation the UAW once enjoyed as America's most democratic union no longer exists. Tactics which suppress debate and fair and honest elections have become commonplace. The current International Union leadership, through its Administrative Caucus and by using the union's amassed resources, defines the agenda and no one, certainly not the union membership, is to be permitted a dissenting opinion or representation.

Something is clearly wrong when one of the union's most respected founding leaders, Victor Reuther, is subjected to vicious Administration attacks for expressing his concerns about the current direction of the UAW and endorsement of Executive Board candidates other than the IEB Caucus' handpicked people. Victor, and his brothers, Walter and Roy, along with thousands of others did not work so hard building a democratic union just to see it become a dictatorship.

The level of political intolerance first became obvious in the case of the Region 5 election fraud situation. In

1986 an illegal Director's election was allowed to stand. The IEB refused to provide an internal remedy and the U.S. Department of Labor was forced to intervene. New court-ordered elections in 1988 produced what a majority of the delegates from Region 5 had intended originally, a victory for Jerry Tucker. But the IEB caucus refused to accept the mandate of the Region 5 membership and willfully, in direct violation of our Constitution, set out to undermine it.

The same ugly, illegal tactics have been in evidence in the Administration's opposition to the Region 1-1B Director candidacy of Local 594 President, Don Douglas this year. The Administration has permitted massive violations of our Constitution and Federal Law to occur in Region 1-1B just as they have in Region 5 in a "WIN AT ALL COSTS" effort to keep what our Public Review Board described as their "one-party state" intact.

CREDENTIALS COMMITTEE CHALLENGE

There has been an unprecedented number of local union delegate election protests this year. Many are in Region 5 and Region 1-1B. The pattern of election abuse is clear. Those of us who want new ideas, new strategies, and new leadership on the International Executive Board are subjected to smear tactics, threats, and the illegal use of union funds. The Convention Credentials Committee has failed to act independently of the Administration and refused to overturn obviously flawed elections in a number of locals in the contested Regions. They further refused to conduct field hearings to determine the validity of the protests in question.

A Credentials Committee minority report will be presented which will fully inform all Convention delegates of the illegalities which have occurred. The Credentials Committee minority report deserves the support of delegates who value democratic unionism.

WE INVITE YOU TO REVIEW THIS DOCUMENT AND JOIN WITH US IN PURSUING THESE GOALS

In Solidarity,

Delegates In Support of New Directions

Program for a

FOR A DEMOCRATIC UAW: THE AGENDA FOR THE 1990'S MUST BE DIFFERENT

Over the past fifty-two years our union has faced many challenges. We have also made great progress. But today that progress is threatened by new corporate tactics which divide us and pit us against one another. We are losing our jobs, our wage and benefit protections, and clearly we are losing the respect of our membership.

The 1980's has been a decade of decline for all workers in America. UAW members have suffered along with all the rest. Our companies have wrung concession after concession out of us. The political establishment treats us like step-children. And our

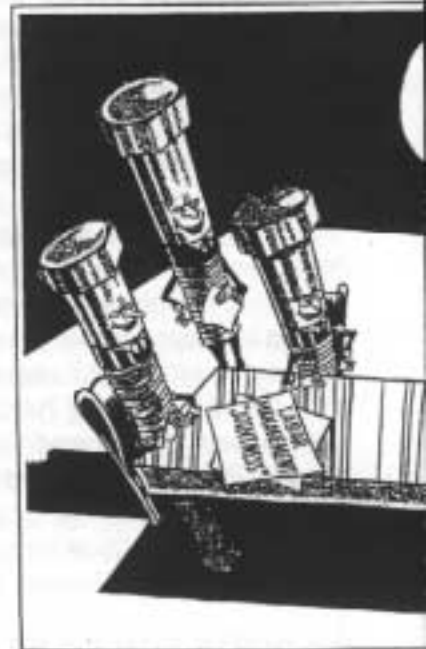
own International Union leadership no longer wants us to have a voice in our own affairs. Worse yet, we face the possibility that this will become a permanent condition if we do not adopt programs and policies which restore democratic membership control of our union and solidarity to our agenda.

Delegates to the 29th Constitutional Convention have a heavy responsibility. We must also confront the reality of an undemocratic "one-party" International Union leadership at a time when we desperately need pluralism, accountability and a democratic debate on the direction of our union.

TO HELP BRING AN END TO THE DECADE OF DECLINE, WE SUPPORT THE FOLLOWING OBJECTIVES AND URGE ALL DELEGATES TO JOIN US:

- Direct referendum (membership vote) for all International Officers and Regional Directors. (even the Teamsters now enjoy this)
- Convention Delegate Voting by electronic means to allow numerous issues to be decided by roll call votes for membership accountability.
- Break up the single Omnibus Collective Bargaining Resolution at the Special Collective Bargaining Convention to allow democratic debate and decision-making on critical sections separately.
- Strengthen Article 19 of the Constitution to oppose whipsawing and all forms of wage and working conditions competition between workers.
- Provide for membership election of all local union appointed positions.
- Support the membership's right to an informed vote on any and all Agreements. No Joint Programs without membership vote.
- Re-Establish direct relationships with our Canadian (CAW) Brothers and Sisters - conduct co-ordinated Bargaining. Strengthen global Metal Union solidarity relationships.

These are just a few of the critical policy initiatives our union must embrace. They represent a re-commitment to membership directed unionism.



"We must jealously protect and extend the democracy traditionally associated with ra

New Direction

TO END THE DECADE OF DECLINE: OUR 1990 BARGAINING AGENDA MUST CHANGE

While this Constitutional Convention does not deal directly with Collective Bargaining Issues, as delegates you will have the responsibility one year from now at the Special Bargaining Convention to set the course for bargaining next year and beyond. The corporations are enjoying spectacular profits at our expense. If our union is to recapture the forward march of economic progress for our membership we must revise our agenda, re-educate our membership, develop union-based strategies, and draw a firm line. Cooperation must be a two-way street!

OUR UNION MUST REJOIN THE FIGHT TO:

- Reduce worktime with no loss of pay to create jobs and promote real job security.
- Re-establish annual percentage wage increases instead of lump sum payments.
- Improve Retirement Program to shield retirees from income stress and open more jobs for younger workers. Provide full COLA on pensions, no Social Security reduction, and end restrictions on outside earnings.
- End mandatory overtime while members are laid-off.

12/15/86 LABOR NOTES



- Impose firm contractual restriction on Outsourcing and Subcontracting.
- Strengthen protection of Supplier unit members.
- End whipsawing at every level.
- Negotiate provisions which trigger massive reparations to workers and communities where plants are closed or large scale dislocations occurred.

These objectives represent concepts which can not be found on the corporate agenda for our membership. They are bedrock union objectives, pillars of the type of social unionism we once practiced. They can only be won by a union operating on its own agenda and committed to real teamwork in the leadership and solidarity throughout its ranks.

TWO WHO CAN MAKE A DIFFERENCE



Jerry Tucker

For twenty-seven of his twenty-nine years in the UAW, incumbent Region 5 director, Jerry Tucker, has held elected or appointed responsibilities to the membership of the UAW. He's been a committeeman, shop chairman, Manpower Rep, CAP Rep, Washington Rep, Service Rep, and, until Owen Bieber fired him for announcing his candidacy for Region 5 Di-

rector in 1986, a Regional Assistant Director. Over those years Tucker won praise and respect from top national labor leaders and rank-and-file members alike. He is hardworking, innovative, and undeniably credited with developing some of the most successful bargaining and political action strategies which consistently beat back concessions while employers were raping our members across all the sectors we represent.

Today the International Administration uses all of the resources at its disposal to oppose and discredit Jerry Tucker. He has been slandered, red-baited, subjected to countless false, unsigned "Truth about Jerry Tucker" type trash pieces. The reason? Supposedly, because he broke an Administrative caucus rule which the U.S. Dept. of Labor has since deemed illegal. The rule, made in secret, with no recorded vote, by the International Executive Board, requires staff members to take an unpaid 90-day leave of absence to run against an incumbent. But was that really the reason? Or does this intense paranoia stem from Tucker's reasoned criticism of the current direction of the union?

UAW members all across the country rallied to Tucker's defense after the 1986 Director's election was stolen from him. Victor Reuther set up a legal defense fund. Former UAW General Counsel Joe Rauh joined him in that effort. Prominent Labor attorney Chip Yablonski agreed to represent him. Hundreds of his Regional supporters helped raise funds to sustain him through the long two-year wait for the court ordered re-run election.

Jerry Tucker is a frank, but constructive critic of both corporate America and the current policies and programs of the International Executive Board. By forcing the debate on internal democracy, leadership accountability, and worker solidarity in our union, he has reminded us of the traditions which made us great in the first place and how necessary they are to our future. We need Tucker now more than ever.

Join New Directions



Don Douglas

In an era of "go-along to get-along" local union officers in the UAW, it's refreshing to find an intelligent, stand-up brother like Don Douglas in the ranks of our leadership today. As long-time President of the huge Pontiac Truck & Bus Local 594, Douglas has firmly resisted the sometimes combined pressure of the General Motors Corporation and the International Union

for contract concessions, team concept, and work rule changes. Despite several attempts to "tame" the 594 leadership and whipsaw the membership by threatening work loss, Douglas has led successful battles to retain the traditional contractual relationship which his members want. At the same time his plant productivity and quality ratings run at the top of GM Truck & Bus production.

For years, Don Douglas has been an outspoken critic of concessions and one-way street accommodations. He understands the power of an informed membership. In February, 1989, Don Douglas announced as a New Directions candidate for Director of merging Region 1-1B. The response throughout Greater Detroit was electrifying. Douglas was courageously joining Jerry Tucker in an electoral challenge to the entrenched, growingly repressive International Administration caucus. Douglas support committees were enthusiastically formed in local after local.

Initial Region 1-1B delegate election returns were phenomenal. Douglas began sweeping local after local. Some of the massive resources of the Bieber Caucus which had been illegally raised to defeat Tucker in Region 5, had to be shifted to meet the Douglas challenge as well. A desperate administration campaign was ordered. Rights abuses became commonplace. Smear tactics and race-baiting were viciously used by Administration supporters. And illegal International funds and staff were poured into the race. Douglas was denied access to election day captive retiree meetings and large numbers of retirees were blatantly lied to, as in Region 5, in order to cynically use them to blunt the majority mandate of the active members.

As the Constitutional Convention opens, all that separates Douglas from victory in Region 1-1B is illegally elected delegates. His campaign has helped shape the debate on direction in the UAW. His courage and convictions stand in heroic contrast to the patronage bloated machine of his opposition. Don Douglas will provide leadership in the UAW for years to come.