

INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE, AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW)



OFFICIAL BALLOT



2021 REFERENDUM QUESTION

ON INTERNATIONAL EXECUTIVE BOARD (IEB) ELECTION METHOD:

According to the UAW Constitution, members of the UAW's International Executive Board ("IEB") are elected at the UAW's Constitutional Convention by the Local Union delegates, who are elected by Local Union members (the "Delegate Voting System"). Should the UAW: (1) maintain the current Delegate Voting System, or (2) change the method of electing IEB members to a system whereby each UAW member votes directly to elect the members of the IEB (the "Direct Voting System")?

**VOTE ONLY ONCE BY FILLING IN THE OVAL NEXT TO THE OPTION OF YOUR CHOICE.
USE A BLACK PEN. DO NOT USE PENCIL.**

DELEGATE VOTING SYSTEM

Maintain the UAW's current method of electing the IEB whereby Local Union delegates, who are elected by Local Union members, vote at the UAW Constitutional Convention to elect members to the IEB.

DIRECT VOTING SYSTEM

Change the UAW's method of electing the IEB to a system whereby each UAW member will vote directly to elect members to the IEB.

The Delegate Voting System

The Delegate Voting System is the UAW's current method of electing members to the IEB. Under this system, Local Union delegates vote to elect the IEB at UAW's Constitutional Conventions. These Local Union delegates are elected by Local Union members. The number of delegates representing each Local Union is based on that Local Union's membership size.

A vote to maintain this system means that the UAW's method of electing members to the IEB would not change.

The Direct Voting System

The Direct Voting System is an alternative system of electing members to the IEB. Under this system, each UAW member would cast a direct vote to elect the person or persons they desire to see elected to the IEB. A vote for this system means that the method of electing members to the IEB would change. IEB members would no longer be elected by Local Union delegates at UAW Constitutional Conventions, but would instead be elected directly by the Union members.

A vote for this system would not alter the Local Union delegates' other responsibilities at Constitutional Conventions, such as adopting other resolutions, deciding constitutional changes, and electing International Trustees.

PLEASE SEE THE REVERSE SIDE FOR ADDITIONAL INSTRUCTIONS.

THE DEADLINE FOR BALLOTS TO BE RECEIVED AT THE DESIGNATED U.S. POST OFFICE BOX IS **NOVEMBER 29, 2021 AT 10 A.M. EST.**

IN ORDER TO HAVE YOUR VOTE COUNT, YOU MUST BE IN GOOD STANDING WITH THE UAW AS OF **NOVEMBER 19, 2021, AT 5 P.M. EST.**

IT IS YOUR RESPONSIBILITY TO MAKE SURE THAT YOUR BALLOT IS PLACED IN THE U.S. MAIL IN TIME FOR IT TO ARRIVE BY THE DEADLINE.

**INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE, AND
AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW)**

2021 REFERENDUM

ON INTERNATIONAL EXECUTIVE BOARD (IEB) ELECTION METHOD

On January 29, 2021, the United States District Court for the Eastern District of Michigan issued a Consent Decree in the matter of *United States v. International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America* (the "UAW" or the "Union"), 20 Cv. 13293 (DML-RSW) (E.D. Mich.), concluding civil litigation brought by the Department of Justice against the Union (the "Consent Decree").

Pursuant to the Consent Decree, the UAW is required to hold a secret ballot Referendum vote by all UAW members concerning the method and procedures for the election of the members of the International Executive Board (the "IEB," specifically, International President, International Secretary-Treasurer, International Vice Presidents, and Regional Directors). The UAW membership must vote on the following question: whether to (1) maintain the current method of electing IEB members through a system whereby Local Union delegates who were previously elected by members at the Local Union level vote at the UAW Constitutional Convention to elect the IEB (the "Delegate Voting System"); or (2) change the method to a system whereby each UAW member votes directly to elect the IEB (the "Direct Voting System").

This Referendum is being administered by an independent, court-appointed Monitor in conjunction with the UAW and with the assistance of the Department of Labor, Office of Labor-Management Standards ("OLMS"). An independent election vendor will count the Referendum votes under the oversight of the Monitor and OLMS. If the majority of votes support a change to the Direct Voting System, new language will be drafted to amend the UAW Constitution and to develop the new election rules before the next IEB election in 2022. If the majority of votes support maintaining the Delegate Voting System, the current system will be used for next year's IEB election.

VOTING INSTRUCTIONS

- Vote only once by filling in the oval next to the option of your choice using a black pen. Do not use pencil.
- If you make an error, do not erase or cross out your choice as that may impact the ability of the voting machines to properly tabulate your ballot. If you have marked the incorrect oval, or if your ballot is damaged or otherwise unusable, you must request a new ballot by contacting the election vendor at UAWBallot@merrimanriver.com or 855-433-8683. Please note that if you cast your original ballot AND a replacement ballot, only the replacement ballot will be counted.
- Please remember that a Union member may not give his or her unsealed ballot, marked or unmarked, to any other person or entity.
- After you vote, insert your ballot (do not tear off any portion) into the sleeve marked "Secret Ballot Security Sleeve."
- Use of the Secret Ballot Security Sleeve ensures the secrecy of your vote. The Secret Ballot Security Sleeve containing your ballot will be separated from the return ballot envelope and mixed with other Secret Ballot Security Sleeves before it is opened and the ballot counted. Do not tape, staple, or put any marks that could identify you on the ballot or the Secret Ballot Security Sleeve.
- Place the Secret Ballot Security Sleeve containing your ballot in the U.S. Postal Service business reply envelope included in your ballot package and deposit the envelope in the mail. Postage is already provided. Do not participate in any ballot collection efforts by any person or group inside or outside of the UAW, including your Local Union. It is your individual responsibility to make sure your ballot is placed in the U.S. mail.
- Do not remove, change, or cover up any part of your name and address printed on the business reply envelope used to return your secret ballot in its Secret Ballot Security Sleeve. That information is required to determine your eligibility to vote.

The deadline for ballots to be received by the dedicated U.S. Post Office box is

November 29, 2021, at 10:00 a.m. EST.

**For more information on the Referendum,
visit the Monitor's website at www.uawmonitor.com.**

**All requests for ballot replacement or other ballot-related inquiries
should be directed to UAWBallot@merrimanriver.com or 855-433-8683.**

All other questions should be directed to UAWMonitor-Election@jenner.com or 212-303-2529.