

## **Resolution on Effective Membership Strike Preparation: Training, Organizing, and Escalating Collective Action**

WHEREAS the UAW has suffered a dramatic demobilization of its membership over the last half-century, particularly in the auto and manufacturing sectors;

WHEREAS rank-and-file self-organization and preparation is essential for successful strikes, including training, internal organizing, and participation in escalating collective actions;

WHEREAS the Big Three contracts are expiring in 2023, and UAW members have a historic opportunity to end tiers and reverse past concessions;

WHEREAS the success of new organizing in the UAW also depends on the quality of existing UAW contracts, particularly in auto and manufacturing sectors;

WHEREAS the UAW currently discourages or provides very limited resources for member organizing, particularly in auto and manufacturing sectors, when it could instead provide extensive resources and mentorship for developing strong strike actions;

WHEREAS the UAW's trainings on strike preparation focus almost exclusively on the individual responsibility to save money, rather than on collective preparation and collective action;

WHEREAS the UAW should begin incorporating lessons from successful strikes inside and outside the UAW featuring escalating contract campaigns;

THEREFORE BE IT RESOLVED that the UAW will begin an immediate and sweeping expansion of membership preparation for a strike, recognizing that the contract we win is a reflection of the power we build;

BE IT FURTHER RESOLVED that the UAW should offer systematic contract campaign and strike trainings across the country, which focus on building working power at the worksite through mass participation in effective collective actions;

BE IT FURTHER RESOLVED that the UAW will establish rank-and-file Strike Preparation Committees (SPCs) in each local to educate members and organize for strike action, and that the UAW will put out a call to every Big Three shop for members to join a SPC at their worksite. SPCs will work to build power at the worksite through collective action, up to and including a strike. All members, whether rank-and-file or official leadership, will be able to participate in the formation of the SPC and the organizing it carries out;

BE IT FURTHER RESOLVED that the UAW should work with SPCs to organize national days of action as part of the contract campaign. These actions could include but are not limited to: parking lot meetings, button days, informational pickets at plants and locations such as dealerships, working to rule, etc.;

BE IT FURTHER RESOLVED that SPCs will aim to coordinate with other Local SPCs through the International; create educational materials on contract demands and collective action; hold regular meetings and set up communications between SPC members; and facilitate transparent communication between rank-and-file members and Bargaining Committees.