

According to the UAW 2865 bylaws, "the membership is the highest authority of this Local Union". One of the most important expressions of this authority is that of statewide elections and votes. Included in these democratic mechanisms are ratification votes, in which members may self-determine, by a majority vote, whether to adopt or reject a contract under which they will be bound.

Faith in the ability for a majority of members to make their will known and to guide the union requires faith in the mechanisms by which they can do so. In an endless pursuit of democracy, this resolution seeks to both improve upon our current procedures and to safeguard them against the unforeseeable. Fair, open democracy provides empowerment: a true sense of ownership of and responsibility for this union among the rank-and-file. Our members need to know that Union officers and staff are mitigating any apparent or actual conflicts of interest.

Regardless of intent or legality, actions taken during the 2018 contract ratification vote may have led members to feel obliged by the Union to vote a specific way despite their belief that a democratic vote was supposed to be taking place. As we continue organizing to build rank-and-file awareness of and involvement in our union, the resolution below will hopefully provide a measure of confidence in our democracy and will serve as a gift to future unionists.

Be it resolved that:

- 1) The "Union's official position" (see definitions) on any internal election, referendum, recall, or ratification vote shall remain neutral from the time the decision to hold such a vote is made to the time the official vote count has been released, subject to section 2.d below.
- 2) Official communications - those sent on behalf of the Union, the Executive Board, the Joint Council, or any other delegated bodies such as the Elections Committee or the Bargaining Team - regarding any internal election, referendum, recall, or ratification vote shall remain as balanced as possible until the official vote count is released. Allowed topics include providing relevant, uncontroversial information about the matter at hand (for example, what is being voted on or what elected positions are open), the importance of voting, and information on how or where to vote.
 - a) It is not necessary to remain neutral about the importance of voting; i.e., such emails should strongly endorse the act of voting.
 - b) Equal space shall be dedicated in such communications to those supporting all positions in any election, referendum, recall, or ratification vote, subject to 2.d below.
 - c) When possible, official communications should include links to external position statements (such as in an online document) rather than placing them directly in an official communication. If any position statement is linked to externally, all position statements must be linked to externally.
 - d) Preceding and during a contract ratification vote, any *de jure* official positions adopted by the bargaining team shall be communicated in a neutral and minimal fashion, e.g. "The majority of the bargaining team has voted to send the contract

to membership for a ratification vote". Aspects of the offered contract may be described in a neutral, not superlative, fashion in the body of the communication. Aspects of the offered contract may be described in a superlative and opinionated fashion in spaces provided or linked to as described in subsections (b) and (c) above.

- 3) It is the right of officers of UAW 2865, as members, to campaign for specific candidates or positions in any internal election, referendum, recall, or ratification vote. However, they may not do so on behalf of the Union itself. They also may not do so on behalf of any internal delegated body to which they belong. (For example, "Hi, I'm Alec, a member of the bargaining team" would be okay; "On behalf of the bargaining team, I, Alec" would not be.)
- 4) During internal elections, referendums, recalls, or ratification votes, the paid time of UAW 2865 staff may be allocated for, but limited to, helping "get out the vote". Their communications shall conform to the limitations set out in section 2.

Definitions:

The Union's Official Position - For "the Union" (UAW 2865), any communication or other action represented as officious, or presented as either the Union's recommendation/preference or a sanctioned action, whether being communicated or taken by elected officers, staff, or other delegated bodies, including but not limited to, over official channels. This includes whether these communications or other actions are presented as on behalf of, or coming from, the Union itself, a delegated body within the Union, or the membership as a whole.

Delegated Body - an individual Union member or staff member, or group of such individuals, that is empowered by the Union's bylaws or policies (e.g. resolutions and contracts) to conduct official actions on behalf of the Union and its membership.