

Resolution to Renew Cost of Living Allowance (COLA) Wage Adjustments Across All Sectors

WHEREAS UAW members have suffered with losing purchasing power to inflation for at least 13 years;

WHEREAS a Cost Of Living Allowance (COLA) tied to the Bureau of Labor Statistics Consumer Price Index have been a staple of UAW contracts for decades until they were suspended in the Big 3 auto contracts in 2009;

WHEREAS when 48,000 UAW workers at the University of California went on strike, their core demand in the initial proposal of the was a COLA tied to increases in housing cost, though they did not ultimately win that demand;

WHEREAS COLA is widely recognized as a moral and economic principle from union contracts to the U.S. Social Security program;

WHEREAS having COLA in UAW contracts was an advantage when organizing the unorganized;

WHEREAS a COLA is in no way a replacement for substantial wage increases, which should be bargained for regardless during negotiations;

WHEREAS many UAW members were deemed essential workers during the pandemic while executives had the luxury of safely working remotely;

THEREFORE BE IT RESOLVED that this Bargaining Convention of the International UAW go on official record as supporting the fight for COLA in all UAW contracts without diversions of a portion for other uses, striking if necessary to achieve these goals;

BE IT FURTHER RESOLVED that the UAW's initial proposal during bargaining across all sectors will, at minimum, be a COLA provision in all UAW contracts;