



Sisters and Brothers,

As we bring this long and difficult year to a close, I am very pleased to tell you that we have finalized the terms of an agreement with the United States Attorney's Office in Detroit which fully resolves the federal investigation of our union. This civil settlement, called a Consent Order – which will be submitted to a federal court for approval – was worked on cooperatively with the U.S. Attorney's Office, and is not a criminal indictment of our union. It is a civil – not criminal – resolution. The settlement was agreed to and embraced by the entire International Executive Board (IEB) as another step toward restoring the full faith and confidence of our members in our great union, and I feel very strongly that this agreement is good for UAW members and their families. The agreement represents a partnership between the government and UAW leadership to ensure that our union is clean — free from any misconduct, conducted with integrity, and always for the benefit of our members.

I said during one of my first days in office as president last November that our mission is bigger than any one of us, bigger than all of us, and too important to fail. We are the voice and the protectors of the working men and women of this nation, of our members, of our retirees, and of a middle class that is struggling. And I had no idea at the time, but we are a critical voice for labor as we work together to survive this terrible pandemic.

The UAW is — and always has been — a force for hope. It is the promise of better things to come, and it will remain so.

We are, as of today, putting this dark chapter in our history behind us. We have worked with the U.S. Attorney's Office on an agreement that builds on all the reforms we have put into place over the past year. It was the goal of both the government and the UAW to have the Union govern itself with responsible internal leadership and increased accountability, and that is exactly what we will continue to do. Part of that accountability will include a jointly selected Monitor who will provide an extra set of eyes over the UAW's financial, administrative, and disciplinary processes for a temporary period of time. The democratically elected UAW leadership will continue to run the union.

Now I know that so many of you are still disheartened and that trust has been lost by the actions of certain former UAW officials. But I pledged to you when I took this office that we would do the hard work to regain your trust and restore the integrity that has always been the hallmark of the UAW and every single working man and woman in this union. Those who broke the law and their oath of office are being brought to justice and have been permanently removed from this great organization through the actions of our International Executive Board. We have and will continue to claw back misused funds. And we continue to implement comprehensive and far-reaching reforms – including significantly strengthened financial controls and enhanced ethical programs and policies – to ensure nothing like this can ever happen again. Unethical and illegal conduct by former UAW officers and staff was wrong, and our Union has taken the necessary steps to ensure such conduct never happens again and to instill an expectation of ethical conduct in all the work we do on behalf of our members

In terms of the question of how we elect our leaders, under the agreement we will be holding a referendum vote sometime in the next six months where our members will decide whether we continue our current process for the election of International Executive Board members through the

democratically-elected delegate electoral system at our Constitutional Conventions, or change to a process of one member, one vote. As more details are worked out on this, I will provide updates. Please know that we will be absolutely transparent about this just as we have been about our reforms and measures taken to safeguard this union.

This has been a tremendous task and a long, hard road. But we are now turning the page on this chapter and we greet 2021 as a stronger, better union with a great deal of work to do for our members. I make this pledge to you again: We will be transparent, we will embrace the reforms that make this a better and stronger union, and we will remain vigilant in our reforms and we will continue to be the voice and the defender of labor in this nation. You can read more about the agreement at: <https://uaw.org/united-states-reaches-settlement-united-auto-workers-union-reform-union-end-corruption-fraud/>

I hope and pray you will stand with me and the IEB and your local leaders and brothers and sisters in this great mission of ours, and I thank you for everything you do every day.

In Solidarity,

Rory L. Gamble