



## Resolution in Support of One Member, One Vote in Upcoming UAW Referendum –

### Direct Election of Top UAW International Officers

Approved at the 4/6/21 General Membership Meeting

As members of the Harvard Graduate Students Union-UAW Local 5118, we believe that the principle of One Member, One Vote is essential to union democracy. Membership is the ultimate authority in our decision-making and should be in the election of top UAW international officers as well. **Therefore, following the support of our executive board, HGSU endorses a vote in favor of One Member, One Vote in the upcoming UAW-wide referendum on the direct election of top UAW international officers.**

The labor movement has a historic opportunity ahead. The Biden administration could potentially shift the balance of power for labor after decades of control of federal labor law by elite anti-union interests. Already, we see a push to pass the Protecting the Right to Organize (or, PRO) Act and sweeping institutional and personnel changes at the Department of Labor and the National Labor Relations Board as indicative of the Biden administration's good faith effort. The UAW must take hold of this opportunity to both organize the unorganized and empower already active union members to shape the direction of our struggle.

The first step to ensure the UAW is a leader in a fighting labor movement is to address the UAW's internal issues related to corruption and a lack of oversight and democracy. We are encouraged by the actions taken by current leaders to expel individuals who have engaged in corruption and violated the UAW's stated principles of solidarity and accountability. However, disciplining key individuals is not enough. We need major structural reforms to guarantee that these violations do not occur again. The upcoming UAW-wide referendum on One Member, One Vote is a key step towards reforming the UAW. If passed, members would have a direct say on institutional changes that affect their organizing and work lives. Moreover, an empowered membership and a reformed, more democratic UAW will be able to rise to the organizing needs of this decade. We must adopt One Member, One Vote and continue to build on the broad reforms the International Executive Board has already implemented and those it has promised to make. We look forward to continuing our collaboration with members and leaders across UAW on implementing a bold, progressive agenda, including

- Redoubling Efforts to Organize the Unorganized
- Social Justice Unionism
- Strengthening International Solidarity
- Reclaiming the Strike and Striking to Win
- Diverse Union Leadership
- Inclusive, Open Bargaining

Moreover, as a union of academic workers, we believe that reforms are necessary to ensure that our International leadership is responsive to this growing sector of the UAW's membership base. Academic workers currently make up approximately 20% of the UAW's total membership, but are not represented among UAW leadership at the highest levels. This shift requires proper representation. A win for One Member, One Vote also provides academic workers the path to build power and influence within the UAW.

To support the One Member, One Vote campaign, we are tasking our Governance and Participation Committee to organize within our Local in advance of the UAW-wide referendum, and we commit to providing it financial and organizing resources as needed throughout the year. This will include educating HGSU's membership about 1M1V and the referendum, organizing HGSU members to commit to voting for 1M1V, and turning out members to vote.