



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

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December 4, 2024

Dear Michigan Legislators,

On November 22, 2024, the International Union, UAW issued a statement calling upon the State Legislature to pass legislation that makes life better for working families in the state of Michigan. In the statement we encouraged legislators to pass policies in the following six areas: **living wages, healthcare, retirement with dignity, time with our families, fighting against corporate greed and corporate influence over our politics, and standing united against divide and conquer politics.**

There is ample opportunity to pass legislation that helps working families and our communities before the end of 2024. The International Union, UAW has taken the following positions on legislation that currently sits before Michigan's legislature.

Everyone deserves a living wage. There are bills that advance the ability of all Michiganders to have access to better wages and wage protections and bills that roll back gains for workers.

- **Support HB 4231 (Hill), HB 4237 (Andrews), SB 170-1 (McCann):** We must restore local control over labor standards and worker protections by repealing the Snyder-era laws that prevent governments from enacting labor standards.
- **Support SB 1079 (Cherry), SB 1080 (Cavanaugh):** The Michigan Workers' Compensation system must be updated to eliminate phantom wages, raise the minimum and maximum benefit amounts, and ensure that insurance companies pay their fair share of claims.
- **Support SB 40 (Wojno), HB 5827 (Whitsett), SB 962 (Cherry), SB 975 (Singh), SB 976 (Cherry), SB 981 (Cavanagh):** Reforms to the unemployment insurance system are desperately needed. Michigan provides significantly less in benefit amounts and benefit duration than any other state in the Great Lakes region. The eligibility requirements in Michigan are some of the most restrictive in the country.
- **Oppose HB 6056 (Shannon), HB 6057 (Filler):** The legislature should not dilute advancements in wages and benefits for Michigan workers. We strongly oppose these bills that seek to undermine the *Mothering Justice v. Attorney General Michigan State* Supreme Court ruling that raises the minimum wage, eliminates a subminimum wage for tipped workers, and provides earned sick time for all workers.

Everyone deserves quality healthcare. There are bills that advance workers' ability to bargain over healthcare, provide better patient safety, provide coverage for necessary treatment, and ensure that our occupational safety and health standards are strong.

- **Support HB 6058 (Xiong):** A Snyder-era law forced public sector employees to carry a bigger and bigger burden of healthcare costs. We must raise the hard cap percentages where workers are facing steep rising costs and allow workers to negotiate on healthcare costs while setting an 80% floor.
- **Support HB 4550 (Young), SB 335 (Santana), HB 4551 (Coffia), SB 335 (Chang), HB 4552 (Rheingans), SB 336 (Moss):** Safe Staffing legislation would create nurse-to-patient ratios based on the type of care being provided. Safe staffing ratios are essential in ensuring patient care, working conditions, and safety.
- **Support HB 4707 (Brabec):** Insurers should provide coverage for mental health and substance use disorder treatments that are determined to be medically necessary using evidence-based clinical review criteria and appropriate professional guidelines.
- **Support SB 829-30 (Cherry): SB 829 (Cherry):** Protects workers' health and safety on the job by providing needed updates to MIOSHA to match federal penalties.
- **SB 530 (Cavanagh), SB 531 (Anthony), SB 575 (Moss):** Improvements are necessary to make sure that survivors of catastrophic car accidents have access to high-quality care.

Everyone deserves to retire with dignity. Every Michigander should be able to have security in retirement and be able to live a life with dignity after putting in a lifetime of work. There are bills that would advance retirement security and protect retired workers from exploitation.

- **Support SB 165 (Cherry), SB 166 (McDonald Rivet), SB 167 (Shink), HB 4665 (Snyder), HB 4666 (O'Neal), and HB 4667 (Hill), SB 1144 (Singh):** In order to advance retirement security, we must fight to restore pensions. We support restoring state pensions for corrections officers and to all other state workers.
- **Support HB 6089 (Dievendorf):** Michigan State employees have a defined benefit retirement program that has remained stagnant with a \$300 increase per year since 1987. We support establishing a 3% annual increase for retired Michigan state employees' defined benefit retirement plan.
- **Support HB 5157 (Hill), HB 5158 (Coffia), HB 5159 (Andrews), HB 5160-1 (Wilson), HB 5162-3 (McKinney), SB 486 (Cherry), SB 487 (Camilleri), SB 488 (Chang), SB 489 (Bayer), SB 490 (Cavanagh), SB 491-2 (Irwin), SB 493 (Santana):** We have heard from UAW retirees that live in mobile home parks, massive rate hikes have been occurring across the state. We must address the growing issue of investors buying mobile home parks and dramatically raising rents. We must establish licensing requirements and a public

database of park owners, place limits on rental price hikes, and tighten water and safety regulations in order to protect residents, particularly seniors.

Everyone deserves time with their families. No one should have to work two or three jobs just to survive. One job should be enough. We support legislation that allows workers to take back time for themselves and their families. That means access to family leave. That means reigning in out-of-control costs for basic necessities that put working class people on an endless cycle of working every waking hour just to survive.

- **Support SB 332 (Geiss), HB 5474 (Scott):** Currently, 63% of Michigan workers cannot afford or do not have access to paid leave. Paid leave for medical or caregiving needs gives every worker in Michigan the time and resources needed to take care of their loved ones without losing financial stability.
- **Support SB 661 (Bayer), SB 801 (Bayer), SB 900-3 (Anthony), HB 5755 (Wilson), HB 5756 (Price), HB 5761 (Neeley), HB 5762 (O’Neal):** Michigan saw one of the nation’s highest average increases in rent prices from January 2023 to January 2024, driving more Michiganders into financial hardship. We support the package of bills including sealing eviction records, eviction expungement, regulating rental junk fees, granting tenants the right to renew, requiring good cause for eviction, guaranteeing that landlords provide safe housing and make timely repairs, and establishing the right to organize a tenant union.
- **SB 549-53, HB 5088-93:** Too many Michiganders can’t afford their water bills and face water shutoffs. We support legislation to establish an income-based water affordability program and protect against water shut offs.

Fight back against corporate greed by fighting corporate influence in our politics and policy making. Corporations shouldn’t exploit workers, tax loopholes, or our politics. There are bills combatting corporate greed’s reach into our workplaces, government and politics.

- **Support HB 4236 (Mentzer):** The NLRB recently banned captive audience meetings, and we must do the same in the public and private sectors in Michigan.
- **Support HB 4932 (Skaggs), HB 4962 (Scott), HB 5594 (Skaggs), SB 963 (Santana), SB 964 (Cavanagh), SB 965 (Camilleri):** Michigan must strengthen protections for minors in the workplace, enhance employer disclosure requirements and increase penalties for child labor exploitation.
- **Support HB 5865 (Hill), HB 5866 (Brixie), HB 5867 (Xiong), HB 5868 (Markkanen):** Michigan must close the “dark store” loophole to ensure that big box store retailers are not depriving local communities of tax dollars needed to provide adequate public services.

- **Support HB 5520-1 (Wegela), HB 5975-6 (McKinney):** We must prevent regulated monopoly corporations and companies seeking government contract from making political contributions in Michigan.

Fight back against divide-and-conquer politics. Divide and conquer politics that pit our communities against one another, only serve rich corporations, billionaires, and the politicians that do their bidding. We must reject these strategies and stand up for all of us.

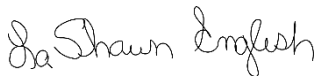
- **Support HB 4410 (Aiyash), HB 4411 (Hood), HB 4412 (Carter):** Drive Safe legislation would allow all people living in Michigan to access driver's licenses so that they can safely travel to work or the grocery store or take their kids to school without breaking the law. Before 2008, driver's licenses were available to all, regardless of their immigration status, if they passed the requisite testing, but a ban was put in place by the legislature, forcing residents to drive unlicensed and uninsured.
- **Support SB 401 (Camilleri), SB 402 (Moss), SB 403 (Chang), SB 404 (Geiss):** The Michigan Voting Rights Act expands on the federal Voting Rights Act of 1964, includes provisions for language and disability access for Michigan voters, and makes good on the promise of the 15th Amendment that no citizen be denied the right to vote based on race.
- **Support SB 1082 (McMorrow):** We must protect privacy of reproductive health data. We support legislation to protect this data, require explicit consent before collecting or processing reproductive health data, and restricting sharing data with third parties or government agencies.

With over 300,000 active and retired members, the UAW is Michigan's largest union. We fight for the working class, and we strongly encourage our legislators to do the same by taking urgent action to pass legislation that helps working families and our communities.

Sincerely,



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President



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