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INTERNATIONAL UNION, UNITED AUTOMOBILE • AEROSPACE • AGRICULTURAL IMPLEMENT WORKERS of AMERICA UAW

July 21, 2008

TO: Presidents, Recording Secretaries, Unit Chairs, Civil Rights Chairs and  
Civil Rights Committee Members

Greetings:

The 25<sup>th</sup> Annual UAW Civil & Human Rights Seminar will convene on Sunday, September 14, 2008 at 5:00 p.m., in the Lecture Hall of the UAW Family Education Center at Black Lake, Onaway, Michigan and will conclude on Friday, September 19, 2008, at 12:00 noon.

Registration for delegates will be held on Sunday, September 14, 2008 from 1:00 to 4:30 p.m. at the reception center. Attendance is limited to delegates only, no spouse or children will be allowed to attend this seminar.

Delegates must complete the enclosed registration form and workshop selection form, **and return them to the Region 1-D, UAW office, along with a check in the amount of \$590 made payable to UAW Civil & Human Rights Department**. The Regional office will then forward them to the Civil & Human Rights Department. The aforementioned represents \$90.00 for registration fee and \$500 for room and board for each delegate.

The registration form, workshop selection form and check should be returned to **Region 1-D, UAW, Civil Rights Seminar, 3300 Leonard NE, Grand Rapids, MI 49525** as soon as possible but no later than August 11, 2008. Registration forms received without the registration fee will not be processed. Cancellations must be submitted in writing to Region 1-D, UAW at least ten (10) days prior to the Seminar.

Fraternally,

A handwritten signature in black ink that reads 'Donald Oetman'.

Donald Oetman  
Director  
Region 1-D, UAW

DO/m opelu494  
Attachments

Twenty-Fifth UAW Civil and Human Rights Seminar

Workshop Registration Form

[ ] GM [ ] Ford [ ] Chrysler [ ] IPS [ ] TOP [ ] Other

|              |            |  |
|--------------|------------|--|
| Local Union  | Region     | Place of Employment  |
| Name         |            | Position (e.g., Civil and Human Rights Chairperson, Local Union Officer (Which Office?)) |
| Address      |            |  |
| City         | State      | Zip  |
| ( )<br>Phone | ( )<br>Fax |  |
| Email        |            |  |

Experience:

How many times have you attended the UAW Civil and Human Rights Seminar at Black Lake?

- None  
 1 to 2 times  
 3 to 6 times  
 7 to 10 times  
 11 to 15 times  
 Over 16 times

List the classes that you have taken at the UAW Civil and Human Rights Seminar at Black Lake.

|                          |  |
|--------------------------|--|
| <input type="checkbox"/> |  |
| <input type="checkbox"/> |  |
| <input type="checkbox"/> |  |

How many years were you a member of the Civil Rights Committee?

- 0  
 1 to 2 years  
 3 to 6 years  
 7 to 10 years  
 11 to 15 years  
 Over 16 years

Indicate the year you last attended the Annual Civil and Human Rights Conference at Black Lake

|                               |                               |                               |
|-------------------------------|-------------------------------|-------------------------------|
| <input type="checkbox"/> 2007 | <input type="checkbox"/> 2004 | <input type="checkbox"/> 2001 |
| <input type="checkbox"/> 2006 | <input type="checkbox"/> 2003 | <input type="checkbox"/>      |
| <input type="checkbox"/> 2005 | <input type="checkbox"/> 2002 | <input type="checkbox"/>      |

Class Preference

**Instructions:** Total classroom time is 12 hours per class. Select the class that you would like to participate in through a preference system of 1-3. Number 1 being the class that you would most like to attend, number 2 is your second choice and number 3 is your third choice.

- A. **Civil and Human Rights Policy and Procedures** – Covers the roles and responsibilities of the Local Union Civil and Human Rights Committee, the definition of discrimination and harassment, Civil Rights laws and the policy and procedures for reporting and handling discrimination and harassment complaint, and the investigation process.
- B. **Sexual Harassment:** Deals with the legal definitions of sexual harassment and its practical application as well as preventive strategies and the social and psychological aspects of harassment
- C. **Arbitration:** Covers the basic definitions, documentation involved in winning an arbitration case. Arbitration is the process by which parties present their conflicts to a third party.
- D. **Labor and Civil Rights Movement History:** Covers the events of the Labor and Civil Right movement; how the two movements came together to fight for the perpetuation of the wartime Fair Employment Practice Committee (FEPC); how social and economic issues led to the formation of a dynamic coalition of civil rights liberals, including advocates from religious, labor, civic and civil rights organizations.
- E. **Understanding Our Civil Liberties:** Covers the history of the American Civil Liberties Union; various civil liberties issues – racial profiling/police issues, immigration rights, voting rights, etc.
- F. **Civil Rights in the Workplace:** Covers the historical establishment of laws and regulations related to Civil Rights and the diversity issues
- G. **Workplace Violence and Prevention:** Provides an overview of what violence in the workplace is and what it encompasses; techniques on how to prevent potential workplace violence behaviors; description of the costs of workplace violence; explore strategies for preventing workplace violence and conflicts.
- H. **Discrimination Case Law, Enforcement Guidelines Duty of Fair Representation:** Covers an overview of the federal employment laws and cases; a review of the guidelines for duty of fair representation
- I. **Political Action – GOTV:** Covers techniques on how to organize field campaigns and promote sustained civic education and voter participation; campaign strategies to identify the most effective models that can be used to reduce participation barriers and increase interest in the electoral process
- J. **Coalition Building:** Covers the strategies on how to bring together a diverse group of people in pursuit of a common cause or issue; techniques on how to work with whole communities; identifying community leaders both formal and informal; increasing grassroots and civic engagement; promoting diversity, collaboration

**Twenty-Fifth International Union UAW Civil and Human Rights Seminar  
Registration and Emergency Contact Form**

Local Union: \_\_\_\_\_ Region: \_\_\_\_\_  
Place of Employment: [ ] GM [ ] Ford [ ] Chrysler [ ] IPS [ ] TOP [ ] Other \_\_\_\_\_

Name: \_\_\_\_\_ Position: \_\_\_\_\_  
(e.g., Civil and Human Rights Committee, Local Union Officer, etc)

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_

Email: \_\_\_\_\_

**Housing Cost**

**Cost:** \$590 per delegate (includes registration fee [\$90], housing and meals)

**Housing:** Housing cost is based on double occupancy.

**Cancellation Policy**

Cancellations must be submitted in writing to the Regional Office at least ten (10) days prior to the Seminar.

**Registration and Payment Instructions:**

- Registration and payment must be submitted to your **Regional office** by **August 11, 2008**.
- Please make check payable to **UAW Civil and Human Rights Department**
- Include a list of the names of delegates attending the Civil and Human Rights Seminar that the payment is for.

**Emergency Contact Information:**

Name of Contact Person in the event of an emergency: \_\_\_\_\_

Relationship (Spouse, Child, Parent, etc.): \_\_\_\_\_

Phone: Phone: (\_\_\_\_) \_\_\_\_\_ (Home) (\_\_\_\_) \_\_\_\_\_ (Work) (\_\_\_\_) \_\_\_\_\_

For Department USE Only

Date Received: \_\_\_\_\_ Check #: \_\_\_\_\_ Amount: \$ \_\_\_\_\_

Payment for:

\_\_\_\_\_  
\_\_\_\_\_

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## Conference Schedule

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### Sunday, September 14, 2008

1:00 p.m.- 4:30 p.m. - Registration

5:00- 6:30 p.m.- General Session

6:30 p.m.- 7:30 p.m. Dinner

7:30 p.m.- 8:30 p.m.- Registration

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### Monday, September 15, 2008

7:00 a.m.- 8:30 a.m. - Registration

8:45 a.m. - General Session

1:15 p.m. - Classes

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### Tuesday, September 16, 2008

8:45 a.m. - Classes

1:15 p.m. - Classes

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### Wednesday, September 17, 2008

8:45 a.m. - Classes

1:15 p.m. - TBA

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### Thursday, September 18, 2008

8:45 a.m. - Special Interest Workshops

1:15 p.m. - General Session

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### Friday, September 19, 2008

8:45 a.m. - Wrap-up

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### Walter and May Reuther Family Education Center

2000 Maxon Rd  
Onaway, MI 49765  
(989) 733-8521

### Directions to the Walter and May Reuther Family Education Center

If leaving Detroit Metro Airport, take I-94 West to I-275 North to I-96 West, to US 23 North which becomes I-75 near Flint. Travel north to exit 310, Indian River.

If heading north on Interstate 75, take Exit 310 (Indian River). Turn right onto M-68 East toward Onaway/Rogers City.

Travel approximately 20 miles to the town of Tower. Approximately 1 mile past Tower, you will turn left on FO-05. (Aurora Gas Company is located on the right.) A UAW sign is posted directing you to turn left. This road is also known as Black River Rd.

Once on FO-05, travel approximately 5 miles until you come to STOP sign. You will see the Black Lake Golf Club. Continue across the road which leads directly onto the Center.