

## **Anti-Whipsaw Wage Floor and Strike Fund**

WHEREAS, corporations in auto, heavy truck, agricultural implements, and other sectors whipsaw U.S. and Mexican workers against each other to hold down wages and weaken the power of the working class on both sides of the border;

WHEREAS, U.S. auto workers earn an average of \$35.30 per hour while Mexican auto workers earn about \$5.70, and companies use this wage gap to threaten production shifts and pressure U.S. workers to accept concessions;

WHEREAS, UAW members have the power to reduce wage gaps and undermine employers' whipsawing tactics by winning company-wide and cross-border wage floors in collective bargaining;

WHEREAS, Mexican auto workers are increasingly organizing independent unions and launching powerful strikes for higher wages and democratic control at work, and their victories strengthen the entire international working class by undermining employers' ability to whipsaw different groups of workers;

WHEREAS, many independent Mexican auto unions lack substantial strike funds because they are newly formed and their members earn far lower wages, leaving them more vulnerable to the economic pressure employers rely on to break strikes;

WHEREAS, the cross-border wage differential allows relatively modest contributions from higher-paid U.S. workers to materially strengthen the fights of lower-paid Mexican workers;

WHEREAS, the UAW Strike and Defense Fund held \$778,647,804 in total assets as of December 31, 2024, and received \$86,451,643 in income during 2024;

THEREFORE, be it resolved that Article 19 shall be amended to include the following new section:

UAW bargaining committees and councils shall strive to win company-wide wage floors applying to all workers regardless of classification or country. The Education and International Affairs Departments shall create educational materials for use by rank-and-file members in organizing for this effort.

Be it further resolved that the Article 16 Section 11 shall be amended to include a new subsection:

To fight cross-border whipsawing in the auto industry and other sectors, one-percent (1%) of income to the Strike and Defense Fund shall be allocated to the Anti-Whipsaw Mexican Solidarity Strike Fund. Upon adoption of this Article by the 39th Constitutional Convention, ten million dollars (\$10 million) from the Strike and Defense Fund shall be transferred to establish the Anti-Whipsaw Mexican Solidarity Strike Fund. The International Executive Board is authorized to disburse funds from the Anti-Whipsaw Mexican Solidarity Strike Fund to support Mexican unions and workers, for strike pay and related expenses, in workplaces where employers use Mexican labor to whipsaw against UAW members.