

UAW 276 Civil Rights Committee

The Civil Rights Committee has become aware that a large number of our members confuse the difference between a Civil Rights Violation and a violation of the Contract.

1. A Civil Rights Violation is a violation of paragraph (6a) of the National Agreement - “...based on age, race, color, sex, religion, national origin, disability, sexual orientation, or gender identity/expression as required by appropriate state and federal law” - violations of these items are addressed by the Civil Rights Committee.
2. Issues that a member has about work such as hours, pay, benefits, job assignments, shifts, bonuses, etc., are violations of the Contract [not paragraph (6a)] which are handled by your Committeeperson - not the Civil Rights Committee.

In conclusion, to support the vision of the Civil Rights Department of the International Union, the Civil Rights Committee encourages both the members of the Civil Rights Committee and the membership of Local 276 to not only take the time to learn the protocols as set out in the National Agreement but also to be active in Civil Rights. Being active in Civil Rights means to take action, not just talk about Civil Rights. Take part in the Civil Rights activities in the plant; take part in Civil Rights activities in the Community; take part in Civil Rights discussions; and be a part of directing change to improve race relations - make suggestions and follow through on those suggestions. Learn about the diverse races in the plant. Ask co-workers of a different race about their culture - don't wait for someone to come to you. The best way to learn and start a discussion is through questions. We are all here to improve the diversity between us all.



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