Dear Sisters and Brothers:

During this time of extreme uncertainty, one thing remains clear: our Union is more necessary for the wellbeing and dignity of our members than ever before. I thank you, our local officials, for your leadership, resilience, and support.

I want to assure you that despite the Coronavirus crisis and our concerted efforts to protect the health and welfare of our members during this difficult time, we also continue to march forward on the path to becoming a greater, stronger, and more accountable Union. We have been working hard to implement the Ethics Reforms that we announced at the end of last year, and I am very pleased to inform you that we will roll out our new Ethics Hotline as planned, today, March 31, 2020.

The Ethics Hotline is integral to our new Ethics Reforms. It serves as a confidential resource for any UAW member or employee who wishes to report suspected ethical violations or financial misconduct by UAW International officials, staff, or employees. Reports can be made by calling a toll-free number available 24 hours-a-day/7 days-a-week/365 days-a-year, or visiting the Ethics Hotline reporting website where an easy to understand online form can be filled out and submitted.

The reports will be screened and investigated by Exiger LLC, a highly experienced, third-party compliance and ethics investigative firm that the UAW has hired to serve as the Union’s current Ethics Ombudsman. The UAW has also appointed Wilma Liebman as its inaugural external Ethics Officer. Ms. Liebman, the former Chairman of the National Labor Relations Board, will assess the reports referred to her by the Ethics Ombudsman, direct and oversee the investigations of those reports of suspected unethical conduct, determine any necessary next steps, including holding hearings at her discretion, and ultimately issue a report and recommendation whenever she finds an ethical violation has occurred.

As you might imagine, getting the word out about the confidential Ethics Hotline is the key to its success. But we realize the challenge of publicizing the Ethics Hotline when normal channels, such as face-to-face communications, are not possible. It is therefore even more critical for you to do your part to raise awareness of the Hotline among local members.

I am asking you to email all local members to announce the launch of the Ethics Hotline, and direct them to the following resources to learn more about our Ethics Reforms and the Hotline.

Ethics Landing Page: [uaw.org/ethics](https://u1584542.ct.sendgrid.net/mps2/c/3AA/ni0YAA/t.30j/KJtcAuStT7aXlGbmM_bZXg/h0/ktNuMoHWlF6eg-2F330Yl7-2Fl-2F6faXoUrfn2UoQ9Y-2Bi5g0RFyhRGVHIyXGADr267Pjta7hWrXtuLWGhk1uJD6RmHOjWoFuXT-2BEDpA8OicjVEJ3kmueOPIUrI-2FkZOXt62LulsP-2FKMBm5vK8IKBPeZDrqZQRZYnHFv6NmstJ3lnpC45CZQ4nveDyE6hJKJA99PCqCnDFWiRf8ZGBZVQgu9FGif2zR9PI8qLxyiOUzsMdM3mDvXKjuPUPnUpQP5n2eu144/0NUf)

Ethics Press release link: [https://uaw.org/uaw-implements-ethics-reform-priorities-hiring-first-ever-ethics-officer-activation-confidential-ethics-hotline](https://u1584542.ct.sendgrid.net/mps2/c/3AA/ni0YAA/t.30j/KJtcAuStT7aXlGbmM_bZXg/h1/ktNuMoHWlF6eg-2F330Yl7-2Fn4tan0Fop2bMNNvD-2BUyWwSOePW3caETSfNhl76xcOmRE777lYZ3zJdho68Rl5cR-2FZ6IW1ooNOi3yQN-2FFYez2rfd437x4kaQ2FaETWbqKgOERAzBeXNWJcB2xJYnyPfdshPPqMjTXR6UqsoQie6ByDYezSEHu6qdWdeJ7BsPxgmtiNy6Y94jdwfOblVgYIDgEQ1zCN7TAdcHquFNz4WFAJyzEQdhqsMWoTj5caFQV2g7x9IPO0Y3BW4QruXkk-2B7nhh1ji0beAElDSPRo15a1LyaKEIBrtj56JXczD2ZGMZStMRlXmfBhhvya45SNEg-2FijXim7i4L2udtK5Bh0bkeIEtq2xAbXOE4wKJfWKRHiAnD/cthX)

Ethics Hotline:[https://uaw.org/wp-content/uploads/2020/03/UAW\_Ethics\_Hotline\_Overview.pdf](https://u1584542.ct.sendgrid.net/mps2/c/3AA/ni0YAA/t.30j/KJtcAuStT7aXlGbmM_bZXg/h2/ktNuMoHWlF6eg-2F330Yl7-2FkU7k1jBYnfXa5Sdm-2Bh91gxQMCNmj-2FgshCSznxLnYqCl5wk8huUXqaqCL92QQulnXIq23y4iQBteTdZ-2B9E-2BSWJn3Cdp-2FtM1SnngXg8U64AyWKmkc-2BGHqfKqGVDoQj6D7ZIuxSdAuPPxZORMs-2F4nzimaJjSKzgb3YKYn96pDUseOag5eqtYdV6rxR-2F3T01wYI6NJMoXn51KHJ33LfTjgEj5t6UDgkyxOptCdw7oBIw52ynpn2SU0xss8t6pbUiArOii0KhCh4jgKFHybrIowZuKz57L-2F3-2FE7TTbLnVka-2Bn2Mv/TCpE)

The UAW will take necessary steps to preserve the confidentiality of the person making a report and to ensure that individuals filing a report in good faith will not suffer retaliation in the form of harassment or adverse employment and career consequences.

Raising the bar on transparency and accountability is essential for the future of our great Union. As such, I ask that you meet with your local leadership team to express the importance of this undertaking and discuss efforts at raising awareness of the Ethics Hotline at the local level in the coming days and weeks.

May we all weather this storm together and emerge more unified.

In Solidarity,

Rory