

July 10, 2025

UAW Public Review Board  
c/o UAW President Shawn Fain  
8000 E. Jefferson Ave.  
Detroit, MI 48214

DELIVERED BY HAND TO SOLIDARITY HOUSE 7/10/25  
SENT VIA FEDEX 7/10/25  
SENT VIA EMAIL 7/10/25

Dear President Fain and Public Review Board,

I, Frank Goeddeke, Jr., a retired member in good standing with UAW Local 653, hereby file this complaint in accordance with Article 32, Section 5(c) of our Constitution with our Public Review Board. I am writing to appeal an act of the UAW International Executive Board when the IEB improperly redacted International Executive Board meeting minutes of February 21, 2024, which is a violation of Article 12, Section 19 of our Constitution and the Public Review Board case #1866 decision. This is filed without the approval of my local union because there will not be another membership meeting until at least September 14, 2025 and I need to file within the 60-day time limit of first becoming aware of a violation as Article 32, Section 4 dictates. It is the expectation that President Fain shall facilitate and carry out his obligations under Article 32, Section 5(c) and forward a copy of this complaint to the International Executive Board and a copy to the Chairperson of our Public Review Board without delay.

Additionally, I am charging the International Executive Board of unnecessary delays in providing members with the ability to inspect IEB meeting minutes as per Article 12, Section 19 of our Constitution and the Public Review Board case #1866.

I am also charging the IEB of holding votes outside of meetings where IEB members can discuss issues and make amendments and motions, and members inspect verbatim minutes of these meetings.

#### BACKGROUND

At the 1947 UAW Constitutional Convention, the delegates adopted the article in the constitution that members can inspect the verbatim minutes of IEB meetings. As President Reuther explained to delegates, it was so that:

“But I think just to be sensible and practical, that what people want is access to what goes on. If you have a copy in the Region where you can go anytime you want to find out who did what or said what on what occasion or what action was taken, that meets your problem.”<sup>1</sup>

This constitutional amendment was supported by President Reuther and his caucus and was one tool by which the Reuther caucus was able to consolidate power, by allowing members and convention delegates to see how IEB members in rival caucuses were not acting in the best interests of the membership in IEB meetings. This ability of members to inspect IEB meeting minutes was also

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<sup>1</sup> 1947 UAW Constitutional Convention Proceedings, page 170.

influential in President Fain's coming to power, after (his now Chief of Staff) Chris Brooks inspected the IEB meeting minutes of November 2, 2019 and published a selection of verbatim text from that meeting in Labor Notes and In These Times in April 2020.

This Article was amended in 1959 to include the clause that the IEB can, by a 7/8 vote, hold discussions that are off-the-record, also specifying that no formal action is taken off-the-record.

#### CHARGE 1: IMPROPER REDACTION OF IEB MEETING MINUTES

On June 18, 2025, I inspected the IEB meeting minutes of February 21, 2024. Everything from Line 24, page 163 through Line 2, page 170 was redacted. This is over 6 pages of verbatim text redacted. There was no vote taken in the meeting to allow for going off-record as per Article 12, Section 19 of our Constitution, and the policy of the IEB. This redaction is a clear violation of our Constitution. There is no mention of the topic that redacted, although it appeared to be the middle of a report from an outside contractor about risk auditing, which is very broad.

The IEB clearly knows this is contrary to policy, yet continue with their intransigence. As proof they all know the policy:

1. On June 8, 2023, one Regional Director asked that some text be redacted from the IEB meeting minutes. Other IEB members told this Director (in the meeting minutes) that what is said in meetings is on record, and that they paid for it in the last election.
2. On August 10, 2023, President Fain explained to the IEB the procedure for going off-record, as the result of my previous PRB case #1866 (this explanation was 4 pages of verbatim text in the meeting minutes).
3. The IEB webpage explicates the policy for going off-record, which was posted as the result of the PRB case #1866. The Internet Archive shows this policy was posted on the IEB website as early as in a September 16, 2023 image capture.
4. In this same February 21, 2024 IEB meeting, UAW General Counsel Lamadrid warned Vice-President Browning about holding off on certain discussion until going into executive session.
5. The very next day, on February 22, 2024, the IEB properly held a roll-call vote to have an off the record discussion.
6. In the November 13, 2024 meeting, the IEB properly held a roll-call vote, which failed to achieve the 7/8 vote needed to go off record.

#### CHARGE 2: IMPROPER DELAYS TO INSPECT IEB MEETING MINUTES

The Public Review Board ruled in my earlier case #1866 that members be provided with IEB meeting minutes to inspect "no later than 2 weeks prior to the next IEB meeting." Again, the UAW is intransigent here with unnecessary delays. To wit:

1. On March 3, 2024, I filed an online Ethics Complaint (1709479791) that two members I knew of had requested to inspect IEB meeting minutes but were still waiting even after the "no later than 2 weeks prior to the next IEB meeting."
2. On April 25, 2024 the External Ethics Ombudsman responded to me, ... "finding that there is a significant delay. However, Capgemini also determined that this delay was not the result of any malicious intent or non-ethical behavior, rather an administrative failure. Capgemini has reported these findings, along with recommendations to improve the process, with the UAW

International Chief Compliance Officer and with the UAW's federally appointed Monitor for remediation."

3. On July 13, 2024, I made a complaint about this delay to the Monitor.
4. On July 19, 2024 I filed another Ethic Complaint (1721408195) and reported that a third member I knew of was being delayed past the "no later than 2 weeks prior to the next IEB meeting" time frame.
5. On July 23, 2024, I asked the Ethics Ombudsman to tell me what the process is for approving IEB meeting minutes. Their response: "For the official quarterly IEB minutes, a court reporter takes the verbatim minutes. However, for the ad hoc meetings, the Secretary Treasurer's clerical records the minutes and then types them up later. After the meetings, the minutes are reviewed by (in order): the Secretary Treasurer's clerical, the Secretary Treasurer's administrative assistant, the President's Office, back to the Secretary Treasurer's clerical to make the edits, and then the UAW Legal Department."
6. On September 3, 2024, I filed my own request to inspect IEB meeting minutes. Note that to my knowledge, at this time the above three other members still had not had their open requests granted.
7. Shortly afterwards I was able to inspect IEB meeting minutes from February through June, 2023.
8. In late October, the well ran dry, and I was improperly denied my request to inspect more minutes of IEB meetings.
9. On November 22, 2024 I filed another request to inspect IEB meeting minutes, even though I already had an open request that was improperly delayed.
10. On January 16, 2025, I filed a complaint/appeal to the IEB.
11. On February 10, 2025, President Fain responded that he had forwarded my complaint to Secretary-Treasurer Mock for investigation.
12. On March 21, 2025 Secretary Mock responded that the meeting minutes were being held up in the President's Office: "Most recently, Bill Parker and my secretary met with Chief of Staff Chris Brooks and General Council Bill Karges to establish a better process for the production of the materials you are asking about. Currently, meeting transcripts have been prepared by my office and reviewed by the Legal Department but await approval from the President's office. I will continue to try and work with the President's office on these and other matters."
13. Now (since June 2025) it appears that IEB meeting minutes are being provided to me properly from my September 2024 request, nine months later. And over a year from my first Ethics Complaint, and over a year from the Ethics Ombudsman providing recommendations to the Chief Compliance Office and Monitor.

#### CHARGE 3: IEB HOLDING VOTES OFF RECORD VIA EMAIL

On November 13, 2024, the IEB decided to hold a vote via email. Vice-President Boyer protested in the meeting that he did not like these email votes. These email votes are held outside of IEB meetings without the ability for IEB members to make or amend motions, discuss the matters on record, or ask for points of information. The IEB is essentially conducting business outside of meetings. This violates Robert's Rules and improperly denies IEB members the tools of parliamentary procedure and members the ability to inspect verbatim discussions of the matters at hand.

Further, the UAW's response to the Monitor's 12<sup>th</sup> Report were similarly voted on via email, without the ability for IEB members to discuss or make motions, etc. And without members ability to inspect verbatim transcripts of these discussions.

With the availability of modern telecommunications, it is inconceivable that the IEB is unable to meet at least virtually to conduct business properly.

#### RELIEF

I demand that the UAW immediately cease the improper redaction of IEB meeting minutes and provide members the "verbatim" meeting minutes for inspection.

I demand the UAW provide IEB meeting minutes to members for inspection within the "no later than 2 weeks prior to the next IEB meeting" time frame.

I demand the IEB immediately cease its practice of holding votes outside of meetings and that all actions taken in such a manner be immediately invalidated and revoked.

In Solidarity,

<electronically signed>

Frank Goeddeke, Jr.  
Retired Member, UAW Local 653

