

Response to Local 12s Questionair

Greetings,

I would like to thank your Local for taking the time to be engaged and do this questionnaire for your Members.

Due: Tuesday, August 10, 2026, 11:59 PM Eastern Time

Candidate Information

Name: Mike Turner

Office Sought: International VP

Current Local: 2209

Employment: General Motors

Years of UAW Membership: 31

Current UAW Position(s): Delegate

Previous Leadership Experience: Alternate Steward, Steward, Shop

Committee Steward at Large

Campaign Website/Social Media

1. How would you strengthen support, advocacy, and resources for public-sector bargaining units?

As your VP one of my first priorities is to send out a survey to every bargaining unit I am requested to service by the President. This survey would be conducted via an online Member portal I would like to establish as a direct link from my office to Members I am accountable to. This portal I also would use as direct communications through Regions, locals, and the general Membership for consistent reports from my office to Members.

The survey can be either anonymous submitted or with contact information for further feedback. The survey will help me see strengths and weaknesses, any common themes showing up as issues needing addressed and hopefully give me a clear picture of items to prioritize for serving the needs of every bargaining unit I service.

As for public sector particularly I believe our International Executive Board and or Delegates need to hold discussions regarding establishing at least two more Vice Presidents office seats on the board. With those additional seats I feel Members from the Public and Higher ED sectors would feel better represented with there own sector departments. I believe there are cultural workplace differences between all sectors and each sectors representatives should be experts in those sectors to best benefit our Members.

2. How should the International Union better support public safety tele communicators and other members working in high-stress professions?

To be honest, my back ground is limited on knowledge regarding our public sector Members, however I am aware that some of these professions can be extremely stressful and create PTSI and or mental health struggles from having working conditions that can effect Members emotions and over all well being.

My research on how our International Union can better support these public sector Members lead me to our Union Lobbying federal lawmakers to reclassify some types of employment from clerical to protective service with the goal of granting Members additional resources like training, grants and additional mental health resources. On a state level pushes should be made to make any form of PTSD a worker's compensation claim not a personal health issue.

Contractually I believe every bargaining unit with a stressful work atmosphere should have reasonable recovery time models and strict minimum staffing levels as well as base wages reflective of that high stress employment.

Again however I believe there is much more I would want to learn from Members in those units. Hearing their daily issues and suggestions would give me ore defined problems that need solved and ideas that need to be implemented.

3. Where do you see the greatest opportunities for growing UAW membership over the next four years, particularly within the public sector?

I believe some of the largest gains we could make to grow our Union in the coming years regarding public sector is within higher education and the academic sectors. Within those units there is still a common disparity among them regarding pay and benefit gaps that are not acceptable. Public health, Municipal and Civil employment are also areas I believe we can see solid future growth.

4. What contract provisions or bargaining priorities should receive greater emphasis across UAW bargaining units?

I believe one of the most important provisions to be in any agreement is a well tested and clear grievance procedure. The enforcement of any agreement is just as important as the agreement itself.

I also believe limits and restrictions regarding AI and automation should be a topic every bargaining unit seriously considers in their coming negotiations.

All bargaining units may look a little different but the needs and items to bargain in my opinion needs to come directly from the Members in those units who understand their daily issues and often have great ideas to resolve them but unfortunately at times can't find a set of ears to hear them.

5. How should the International Union assist local unions confronting chronic under staffing, excessive overtime, and burnout?

Collective bargaining will most likely be the answers to any under staffing or excessive overtime situations. Legally there may be avenues as well and Locals who may be facing those challenges should be able to ask for assistance from international. Assistance can always be requested from my office and no local would be ignored. Experienced bargainers could be sent to assist and or legal counsel should also be available to all bargaining units.

6. What additional resources should the International Union provide local union leaders and stewards?

As International Vice President, I will be working to ensure locals have the training, resources, and support they need. I will advocate for expanded bargaining education, strike preparation, and contract enforcement training so our representatives are equipped to negotiate from a position of knowledge and strength.

7. How would you improve transparency, communication, and member engagement?

My approach to transparency is a glass house approach. Along with a membership portal for direct dialog and communication to and from our Members; I intend to give meaningful reports regarding my actions and what I am working on. At the minimum I will be giving reports every 90 days to help keep members up dated on my office actions. If there is ever topics or important items I believe the Membership needs to be aware regarding the operation of our E- Board I will also be issuing statements or minority reports concerning those functions.

Regarding engagement I have to say education, Our younger members are one of the greatest strengths and greatest investments in the future of our union. I've seen many new members come into the UAW with excitement, energy, and a genuine desire to get involved. We have a responsibility to maintain and encourage that enthusiasm. Every member who wants to serve should feel welcomed, supported, and given the opportunity to grow.

I believe we need to do a better job of building bridges between experienced leaders and the next generation. Our seasoned members have invaluable knowledge and experience to share, while our younger members bring fresh ideas, new perspectives, and enthusiasm. When those generations work together, our union can become stronger.

I will advocate for leadership training, mentor-ship programs, educational opportunities, and pathways that encourage younger members to become active in committees, local leadership, and union activities. We should also explore innovative ways to recognize and encourage member involvement, because engagement doesn't happen by accident—it happens when people know they're valued.

8. How should the International Union prioritize its financial resources?

Member education is what should be prioritized in my opinion. It is absolutely vital to the long-term strength and success of our union. An informed membership is an empowered membership, and empowered members build stronger locals and a stronger International.

I believe we should evaluate the educational programs already being offered throughout our Regions and Locals to identify what's working, where improvements can be made, and how we can share successful ideas across the entire UAW. We owe it to our members to invest in programs that are effective and deliver real value.

I also believe we have fallen behind in how we use technology to educate and communicate with our membership. Today's members should be able to access quality training whenever it's convenient for them—not just when they can attend an in-person class.

I will advocate for modernizing our educational resources by expanding online training, creating easy-to-access digital learning tools, and making union education more engaging and accessible. Whether it's understanding a contract, learning about grievance procedures, developing leadership skills, or exploring our union's history, members should have those resources at their fingertips.

Education isn't an expense—it's an investment. The more knowledgeable our members are, the stronger our union becomes.

9. How should the UAW prepare members for AI, automation, and emerging technology?

First I have to say I do not see AI as just a UAW problem. I see it as a global issue that can affect all working class. I believe as a Union we can put real safeguards in place for our Members. We should also be advocating that lawmakers need to be looking at the implications that AI can have on our overall economy.

Through collective bargaining we should be demanding a zero direct layoff policy in all sectors. We know all companies want to progress but that should never be at the expense of current employees' livelihoods.

Our international departments should have already been working on bargaining template tool kits in my opinion to offer all units. Draft language that covers training, retraining programs. Model language that covers job security and usable response tactics for any bargaining unit facing aggressive campaigns by an employer attempting to fast track new Tech.

I also believe we need to work hard to get the public on our side regarding AI and automation because it can easily affect traditional non union workers as well. At the end of the day I don't believe we should approach AI and automation from a position of fear. I believe we should approach it with the mindset that this is yet just another challenge and as the UAW we can strive to be the organization that champions a national and global standard for the ethical use of technology.

10. What role should the International Union play in protecting retirement security and healthcare?

Retirement is the one overall issue that every Member expects their union to deliver on. I believe it is a fundamental right that every working American should expect to have a fair livable retirement. As UAW Members I believe that bar is a bit higher than average.

Every bargaining unit looks different and what works in one may not be what another bargaining unit believes is right for them. The role I see our International Union play regarding retirement and retirement healthcare is assisting every local in every sector look at every option that is realistic in any circumstance, hold discussions directly with those Members and put a

bargaining plan of action together to go after what each bargaining unit of Members believe they need to secure a comfortable retirement.

11. What qualifications best prepare you for this office?

Throughout my years in the UAW, I've had the privilege of serving in several roles, including Alternate Committeeperson, Committeeperson, Shop Committee At-Large, and Constitutional Convention Delegate for UAW Local 2209.

Beyond those elected positions, I've dedicated years to studying labor law, the UAW Constitution, the Labor-Management Reporting and Disclosure Act (LMRDA), and our union's constitutional appeals process.

That education, combined with real-world experience, has given me a deep understanding of not only how our union operates, but why protecting members' rights and due process is so important.

I've experienced our union from many different perspectives—as a member, an activist, a local union representative, a delegate, and as someone who has personally navigated the constitutional appeals process. Those experiences taught me perseverance, resilience, and endurance, but they also reinforced something even more important: our Constitution is only as strong as our willingness to uphold it fairly and consistently.

I have learned the value of honest, transparent communication. When members don't receive clear answers or feel they're being given talking points instead of the truth, trust begins to erode. I never want to take that trust for granted. If elected, I will work every day to communicate openly, listen respectfully, and remember that leadership is accountable to the membership.

12. If elected, what are your top three priorities?

If elected, my first priority is rebuilding trust between the membership and International leadership. Trust isn't restored through speeches—it's earned through transparency, accountability, and keeping members informed. When members feel heard, respected, and valued, they don't have to be convinced to participate—they want to participate. That's the kind of culture I want to build.

Second, I want to strengthen accountability within our International Union. Every dollar we spend belongs to the membership, and every position taken should serve the best interest of the membership. I believe leadership should be held to a very high standard of accountability and performance to the Membership. Leadership should be willing to examine its own operations, review performance of representation, eliminate waste where possible, and demonstrate to the Membership that their Leadership understands they are accountable to our membership.

Finally, I want to ensure all locals are getting the assistance they need and improve the process of grievance handling. A contract is only as strong as its enforcement. Members deserve their grievance processes to be timely, transparent, and effective. I will advocate for stronger contract language on all important issues and assist the many locals out there without current local agreements. I will promote effective practices across all bargaining units, and

work to ensure members grievances are being resolved efficiently so members have confidence that their rights are being protected. Together, these priorities are about one thing: building a stronger, more accountable, member-driven union that delivers results and functions as it should; for the memberships best interest.

13. What is the greatest challenge facing the UAW over the next decade?

I believe one of our largest challenges is still going to be engagement and trust. That without trust we will never get engagement back and I believe it all starts with every member knowing their voice matters. One of the best places to ensure every voice is heard is at our UAW Constitutional and Bargaining Conventions. The Conventions should be where delegates from every region and every local come together to openly debate ideas and democratically decide the direction of our union.

Our leaderships of the past have continually chosen to create division among our membership and leadership by prioritizing their own agendas above our memberships desires and resolutions.

We need to evaluate and improve our convention processes to ensure they're fair, transparent, and truly member-driven. Members want to know their ideas and proposed amendments receive genuine consideration alongside leadership's proposals. When members invest the time and effort to bring forward ideas, they deserve to know those ideas are at the very least heard and respected.

Most importantly, The membership is the highest authority in our union and I want every Member to feel that way. As International Vice President, I will never lose sight of that. My responsibility is not to tell members what they should want—it's to listen and represent them faithfully. Every member should have a meaningful voice in shaping the future of our union. When Members feel they don't have a voice it starts to erode trust.

14. Please provide a message to the members of UAW Local 12 – Lucas County 911 Dispatch Unit.

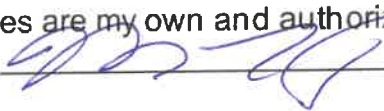
I would like to describe to Local 12 Members why I accepted my nomination to run. Over the last several years, I've spoken with members from different locals, different sectors, and different parts of our union. One thing I've heard over and over is that many members feel discouraged. Some have lost confidence that their voices matter. Others have become disengaged because they no longer believe they can make a difference.

I understand those feelings because I've experienced difficult moments myself. I know what it feels like to face challenges that seem overwhelming. I believe leadership isn't about holding a title. Leadership is answering the call when people need someone willing to stand up, listen, and serve. I didn't answer this call because I have all the answers. I answered it because I believe our members deserve leadership with no agenda other than serving the membership.

This campaign is about restoring hope, rebuilding trust, and reminding every member that their voice still matters. There will always be challenges. We can choose to become discouraged, or we can choose to stand together and fight for one another. I've lived through some of the most difficult chapters of my own life, and I never gave up. Because of that, I believe our union shouldn't give up either.

I believe we can leave this union stronger than we found it. I believe we can rebuild trust through transparency, restore engagement through communication, and strengthen solidarity by remembering that leadership exists to serve the membership—not the other way around. That's why I'm running. Not because I was looking for a title. Because I answered a call to be of service. As Vice President, I won't measure success by the title I hold. I'll measure it by whether our members feel heard, respected, and better represented because I had the privilege to serve them.

Certification

I certify these responses are my own and authorize publication as described.
Candidate Signature:  Date: 8-10-26