

UAW LOCAL 12 – LUCAS COUNTY 911 DISPATCH UNIT
2026 UAW INTERNATIONAL OFFICER CANDIDATE INFORMATION GUIDE

Candidate Questionnaire

Prepared by the UAW Local 12 – Lucas County 911 Dispatch Unit Executive Board for
member education and informational purposes.

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

Candidate Information

Name	Rachael Dickinson
Office Sought	Vice President
Current Local Union	6000
Current Employment Status	Full Time
Years of UAW Membership	25
Current UAW Position(s)	President of Local 6000
Previous UAW Leadership Experience	See question #11
Campaign Website and/or Social Media (Optional)	On Facebook: Rachael Dickinson for UAW International Vice President

Candidate Questions

Question 1

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

As President of Local 6000, I have firsthand experience advocating for our members' needs, which translates directly into understanding and supporting public-sector workers such as dispatchers and social service professionals. I will start from the ground up, solicit input directly from our members on their wants, needs, and improvements they want to see, and act on those requests. When I was first elected last year, I sent a survey out to all of our members soliciting feedback and worked off of that for our members.

Question 2

How should the International Union better support public safety telecommunicators and other members working in high-stress professions?

We currently represent dispatch operators within our bargaining unit who work for the Michigan State Police, along with many other high-stress classifications, such as Child Protective Services, medical professionals in prisons, and parole and probation agents, to name a few. I'm familiar with the important work that you do. I've had discussions with our members in these positions about the job's stressors and the importance of proper staffing to avoid burnout and excessive workload. Staffing minimums should be negotiated to avoid overtime limits that lead to burnout. I believe mandatory debriefing should be held to ensure our members' mental health stays a top priority. Relief coverage for breaks should be mandatory. Training should always be available and taken while you're on the clock and on company time, and discipline should not be imposed for factors outside our members' control, such as staffing. They can't be held to a standard that's not attainable based on no fault of their own.

Question 3

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

For far too long, public sector workers have been ignored by the IEB, and this must end. As the fastest-growing sector within the UAW, I will prioritize direct communication channels, online zoom/town halls, and surveys tailored to public-sector members to ensure your voices are heard and your needs are addressed effectively. I believe a lack of knowledge about what we do now has prevented the International from serving this sector. I will be an independent, strong voice for public sector workers on the IEB and not rubber-stamp initiatives that only serve career UAW politicians.

Question 4

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

Retention, working conditions, and health and safety. Local 6000 members have a direct seat at the table with a voice during bargaining, and we bargain for what they ask for. For the first time in Local 6000 history, we created an electronic bargaining survey that went to all of our dues-paying members to complete. With the past leadership, this was done by paper and snail mail, which didn't ensure it would get counted. Last bargaining we received around 670 responses. As of this writing and in less than a week, we have over 2600 replies. We need to meet our members where they are and take advantage of

technology afforded to us.

Question 5

How should the International Union assist local unions confronting chronic understaffing, excessive overtime, and burnout?

Without question, when a local union reaches out for help, the International should be there for them out of the gate to provide whatever support they need. Knowledgeable International reps need to be deployed to provide whatever support the locals need. As a public sector worker, I would ensure the reps overseeing these locals are properly trained and knowledgeable of the specific needs and differences of public sector workers. Locals shouldn't have to wait for an answer or keep calling for help with no response.

Question 6

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

Proper training and the tools needed to do the job. Local unions shouldn't have to beg for help. We will have trained, competent staff as resources who can be deployed when any of our locals request assistance. One of the platforms I ran on as President was getting rid of the good ol boys club and "friends and family plan." We need people in positions that are going to bring value to our members. Anything less is unacceptable.

Question 7

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

I recognize that when members become disconnected from bargaining or feel removed from the process, it leads to increased apathy and decreased participation. I will use what worked when I was elected President last year. I created a survey for our members on what improvements they wanted to see in their union, what was working/not working, etc. From these results, communication and transparency were the top two requests. Also, our members need to see us, and that's something that I continue to do as President. I'm not locked away in my office; I'm on the front lines, in local labor-management meetings, worksite meetings, and at our members' offices. The most important thing people want is to be heard, and the best part of my job is being on the front line, meeting and truly listening to their needs. That's what all leadership should be about.

Question 8

How should the International Union prioritize its financial resources?

First, it needs to be transparent. When dues were raised in 2014, members were promised two things: (1) the additional one-half hour dues increase would end when the Strike Fund hit a cap of \$850 million; and (2) the International Union would cut costs. Both promises have been broken. What we were promised regarding the strike fund was walked back at this last convention. The staffing at the International has also ballooned out of control and is our number one expense. Example: in 2020, there were 35 International Administrative Assistants; in 2025 the number of those highly paid union management positions grew to 58 – that's a 66% increase in just one position.

In 2025, the Union earned about \$60 million in investment income in addition to dues income, but spending still exceeded revenue, producing an operating loss of about \$9 million. With rising costs from expanded staffing, we will need more than \$80 million in investment gains to cover expenses.

This union's dues are our members' hard-earned money. I will do everything within my power to scrutinize where our spending is and will be a watchdog for those funds, fostering trust and confidence in how our resources are managed.

Question 9

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

From where the Union sits, the question isn't whether AI is innovative; the question is how many of our positions are going to be replaced with AI. All AI should face the same procurement discipline, classification review, and outside personal services scrutiny as any outside vendor, including software systems and the vendors who build, host, and operate them. Our local belongs to a coalition of unions where we are working with management and have created a white paper on protecting our jobs in the midst of the growing AI concern.

Question 10

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

First, we should utilize our political and public advocacy power to always protect eligibility and benefits while further expanding this to those who do not get retiree health care or pensions. Stabilizing premium costs to reduce retirees from large premium spikes. Strengthen formularies on prescription drug coverage. Provide retiree-focused education on different plan options, to name a few.

Question 11

What qualifications best prepare you for this office?

As the President over 16,000 members, I've held numerous positions throughout the last

15 years. First, I'm a 25-year State of Michigan employee from the Department of Health and Human Services. I started in this union, being elected a steward. I was then appointed to the (JEECC) Joint Economic Employment Efficiency Continuity Committee, where we were successful in stopping the outsourcing of our medical professionals within the Department of Corrections prisons. From there, I was appointed as a Steward at Large and then a local rep. Next, I was elected Vice President, and currently President. My vast experience, including now being in over 19 different governmental departments, each with their own unique needs, positions me to walk into this role with the experience needed to work across sectors. I'm the only candidate who has the experience to represent white-collar workers. This is important because we have different needs from auto, IPS, parts, and supplies, etc. I am more than capable of representing all UAW members. We need someone who's going to fight for public sector workers instead of being an in-name-only representative.

Question 12

If elected, what are your top three priorities?

Sharing ideas from the white paper on AI for public sector workers and getting some sort of task force started at the International who's behind the ball. This leads into job protections as the result of AI and fighting the outsourcing of our positions. Actuarial analysis should play a role in this, and we will scrutinize and treat this as outsourcing our positions.

The third is working conditions- negotiating a contract is much more than wages. I would focus on our members' working conditions and ensure contracts are enforced where our members are concerned, especially health and safety.

Question 13

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

We have more than one. AI is the number one thing, as rapid technology changes continue to form, which leads to job protection. We need to have a seat at the table on all AI decisions with the company/employer. We were able to do it, and continue to do so with our State of Michigan employees, so there's no reason we can't bring that to the

International and get to work.

Question 14

Please provide a message to the members of UAW Local 12 – Lucas County 911 Dispatch Unit regarding your vision for the future of our Union.

Thank you for all of the hard work that you do! I'm committed to growing the voice and power of our public sector workers, which has been ignored for far too long. I also humbly ask for your vote, as I will work as hard as I can for you and will not let you down.

Certification

I certify that these responses are my own and authorize the UAW Local 12 – Lucas County 911 Dispatch Unit to publish them, subject only to minor formatting corrections for readability and consistency.

Candidate Signature	<i>Rachael Dickinson</i>
Date	7-31-26