

UAW LOCAL 12 – LUCAS COUNTY 911 DISPATCH UNIT

2026 UAW International Officer Candidate Information Guide

Candidate Questionnaire

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

Candidate Information

Name: Roc Ciers

Office Sought: UAW Secretary Treasurer

Current Local: Local 869

Employment: International Region1

Years of UAW Membership: 26

Current UAW Position(s): UAW Region 1 Education Coordinator

Previous Leadership Experience: 15 years, Trustee, Financial Secretary, UAW Auditor Assistant Director Accounting & Auditing

Campaign Website/Social Media (Optional): RocCiers.com Facebook Roc Ciers & Elect Roc Ciers

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

I will advocate for public-sector locals get equal access to UAW legal, research, and advocate for organizing toolkits tailored to public employer dynamics. We should understand that the Public Sector Members face unique challenges such as limits on strikes and budget constraints so we should develop the best bargaining strategies to win gains in negotiations.

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

2. We must take mental health issues seriously and bargain for mental health days and peer support counseling funded by employers. As a member I support mandatory, comprehensive Mental Health & Critical Incident Stress Debriefing (CISD) benefits without punitive measures or stigma. I will support bargaining standards for ergonomic workstations, that will help the members with the support they need to reset and bargain for mandatory, comprehensive Mental Health & Critical Incident Stress Debriefing (CISD) benefits without punitive measures or stigma.

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

I have a vision of the UAW returning to our glory days of having over one million members strong. We must create more density, which means expanding our organizing efforts to sectors such as municipal workers, county employees, emergency communications, Higher Ed, and healthcare sectors. We must target regions where public sector workers lack strong collective bargaining coverage or face aggressive privatization efforts.

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

The gap between productivity and wages has been too wide for too long. We must negotiate for more wage increases, stronger Cost-Of-Living Adjustments (COLA) that exceed inflation. We must develop a plan to take on Artificial Intelligence (AI) to protect members, and substantial healthcare protections. I also believe pensions and post-retirement health care must be part of the bargaining strategy.

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

Our Servicing Representatives can develop a plan for their assigned locals to audit employer scheduling and retention data to expose bad management practices. Bargain steep penalty pay for mandatory overtime such as double-time and triple-time to make understaffing financially unreasonable for public employers. We should also negotiate for shift flexibility and retention bonuses to reduce employee turnover.

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

As the current Region 1 Education Coordinator we have developed a Labor Education program called "STEP-UP" where we encourage labor education for the local union leadership to sharpen the skillset with certification workshops. We tailor the workshops to focus on leadership skills and local union financial training. We also simulate real time bargaining and grievance handling scenarios as the next Secretary Treasurer I plan to expand these workshops nationally.

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

I am campaigning on transparency and accountability. As your next Secretary-Treasurer, I will create a digital platform that gives members access to key financial information. Dues dollars belong to the members, and all of us deserve the right to know how our dues are being allocated, especially the Strike and Defense Fund.

I will host regular digital town halls to gather member input, provide clear and timely financial reports, and make executive board meeting minutes more accessible.

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

The most important aspect of prioritizing our financial resources will be to get a board approved comprehensive budget passed. We have a spending problem that I will address immediately. As the former Assistant Director of Accounting, I understand the importance of our financial resources and their allocation. I have a plan to prevent losses because I have the experience, and I will allocate funding equitably so technical office professional, and public-sector (TOP) units receive services proportional to their needs.

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

As your next Secretary Treasurer, I have a plan to address Artificial Intelligence (AI) we must provide our members, staff, and leadership with training. At Region 1 I have already had two training sessions to address how we must protect our jobs through negotiations in the future. I plan to incorporate this into Secretary Treasurer Conferences in the future. If not now when? We must negotiate strict contract language requiring advance notice, human-in-the-loop requirements, and joint oversight over technology adoption.

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

The International Executive Board must stand firm against two-tier wage and benefit structures that give newer members reduced pensions or healthcare. We also must leverage national coalition power to negotiate healthcare plans that reduce prescription drug and care costs.

Let us not forget to the International Union must protect public pension funds through active legislative lobbying with our political allies.

11. What qualifications best prepare you for this office?

11. As a 26-year dues paying member with over 15 year union finance experience, master's degree, a bachelor's degree in business administration, a former Auditor for the International Union, the former Assistant Director of Accounting and Auditing, and over 20 Financial Certifications paid for by the UAW, I have the relationships and the humility to research and listen to sound advice to make the best decisions for our investment portfolio to prevent losses and make gains for our membership. I will work with whoever the membership elects.

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

First thing I would like to address is the security of the membership information and properly addressing the membership list to fully understand where we are as an organization. The next priority to address is the Investment advisory committee, reevaluating our current financial advisors who caused the membership to lose tens of millions of dollars. Thirdly I will revert to our thirty-two mandatory audits per year for each auditor in the department to ensure we have no local unions misappropriating funds. On top of those top three I would initiate a transition review to make sure we have the most qualified staff possible to safeguard our dues and investments. This is how we start to rebuild trust and move away from mismanagement.

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

This question touches home for me in so many ways. The most important hurdle we are facing as an organization is restoring the trust and confidence of this organization. Leadership failures have fractured this membership dating back two decades, we must fix this before we move forward to bring back unity. External challenges like AI, legislative threats to public sector members and corporate greed and overreach will need knowledgeable and experienced leaders to take those challenges head on.

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

To the sisters and brothers of UAW Local 12 Lucas County 911 Dispatch: You are the critical lifeline of your community, performing high-stress, lifesaving work every single shift. The International Union must match your sacrifice and back you in negotiations. That means demanding the first-responder recognition you deserve, bargaining for staffing levels that protect your mental and physical health, and giving your stewards every tool needed to enforce your contract. It is my word as your next Secretary Treasurer I am one that listens, respects the public sector, I will protect our sacred dues and will stand shoulder-to-shoulder with you at the bargaining table. I am humbly asking for your support, your prayers, and your vote. In Solidarity Roc Ciers"

Certification

I certify these responses are my own and authorize publication as described.

Candidate

Roc Ciers

Date: August 8, 2026

for
UAW
Secretary Treasurer