

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	Tony Totty
Office Sought	UAW Vice President
Current Local Union	14 Toledo
Current Employment Status	Active
Years of UAW Membership	29
Current UAW Position(s)	President
Previous UAW Leadership Experience	Standing Committee, Alternate Committee Person, Committee Person, Shop Committee Representative/ CAP Chair/Education Chair
Campaign Website and/or Social Media (Optional)	Tonytotty.com/ TonyTottyforUAWVicePresident (Facebook)

Candidate Questions

Question 1

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

I would strengthen support for public-sector bargaining units by continuing to build relationships with elected officials and community leaders before contract negotiations begin. As President of the Toledo Area CAP Council, I have worked behind the scenes to support bargaining units and help create favorable conditions at the table.

Political action is especially important in the public sector because elected officials often influence funding, staffing, wages, and benefits. We must remain politically active and hold them accountable for supporting fair contracts and the public employees who serve our communities.

I would also provide public-sector locals with stronger bargaining research, communication assistance, and member-mobilization resources. No bargaining unit should ever feel that it is fighting alone.

Strong contracts in the Big Three also help raise standards across our entire union. By winning better wages, benefits, and job protections, we establish stronger benchmarks

that public-sector members can use in their own negotiations.

Question 2

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

The International Union must negotiate stronger protections for public safety telecommunicators and other members working in high-stress professions. These protections should include adequate stress breaks, expanded Employee Assistance Programs, access to mental health professionals, and support following traumatic incidents.

When someone calls 911, they are often experiencing the worst moment of their life. Our telecommunicators must calmly receive terrifying and traumatic information while helping protect the public. We owe it to these members to make sure they have the resources and support needed to perform this valuable work without sacrificing their own well-being.

Article 41, Section 2 of our Constitution calls on us to assist members in distress. Public safety telecommunicators help community members in distress every day. The International Union must show them that same care by making sure they are supported, protected, and doing okay.

Question 3

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

The greatest opportunities for growing UAW membership are in the public sector, the South, and Canada. With the rising cost of living, union contracts are increasingly

attractive to workers once they see the difference that collective bargaining can make in wages, benefits, job security, and working conditions.

Thousands of county and municipal employees across the country could benefit from UAW representation. We must invest in organizing these workers, provide organizers with the resources they need, and demonstrate that the UAW understands the challenges facing public-sector employees.

I was recently in Canada and was surprised to learn that we have only about 900 active members there. We have an opportunity to rebuild our reputation, reconnect with workers, and expand our presence throughout Canada.

We must also take our message into areas without a strong union presence, particularly the South. During the 2023 Stand Up Strike, I appeared on Fox, Fox News, and Newsmax to reach workers who may not normally hear a strong pro-union message. Our brand of unionism can succeed in every part of the UAW's jurisdiction when we communicate directly with workers and show them what collective action can achieve.

Question 4

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

Secure Employment Levels should receive greater emphasis across UAW bargaining units. We lost much of this important job-security language during the bankruptcy, and we must fight to restore it as automation and artificial intelligence continue to reshape the workplace.

At the grocery store, customers now often scan and bag their own groceries—work that employees once performed. Those jobs were lost to technology without strong protections in place. In contrast, members of the Screen Actors Guild were willing to strike for 118 days to secure protections against the misuse of artificial intelligence.

Both groups faced major technological change, but one had the collective strength to win meaningful protections. Secure Employment Levels would help UAW members meet this moment by establishing minimum employment commitments and ensuring that new technology improves work instead of simply eliminating workers. Technology should benefit our members, not replace them.

Question 5

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

The International Union should bargain strong national agreement language that establishes minimum staffing standards while allowing each local union to address the specific needs of its membership. Companies often save money by requiring two people to perform the work of three because eliminating the third position also eliminates the cost of that worker's wages and benefits. The result is chronic understaffing, excessive overtime, fatigue, and burnout.

The International Union should support hiring commitments, adequate relief staffing, fair overtime procedures, and protections against forced excessive overtime. At the same time, the membership must have a voice through the contract-demand process. I work at a location where many members want overtime, so we have worked to find solutions for members who do not want to work as many hours.

National agreements should establish a strong foundation, but the final structure must reflect the needs of each bargaining unit. Our goal should be to protect members from unsafe workloads and burnout without taking away opportunities from those who want additional overtime.

Question 6

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

The International Union and regional departments should provide comprehensive training for every elected local union position, including officers, committee members, and stewards. Every role is important, and leaders need the knowledge and resources to represent members effectively, enforce contracts, manage local responsibilities, and address workplace issues.

I started a Presidents Council to provide support and guidance to local union presidents. Today, nearly 100 presidents participate in this network. It gives experienced leaders the opportunity to share best practices and helps newly elected presidents navigate the challenges of the position.

The International Union should expand this type of peer-support network across all elected positions. No local leader or steward should have to learn the job alone. Stronger training, mentoring, and communication between locals will create stronger leadership throughout our union.

Question 7

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

I would improve transparency by making International Executive Board meeting minutes available to every member online. I have traveled to Solidarity House many times to read those minutes, but members should not have to travel or take time away from work and family to learn how their union is being governed. Greater visibility would also create stronger accountability because officers make better decisions when they know the membership is paying attention.

Communication should include more Zoom town halls where rank-and-file members, not only local leadership can ask questions, hear directly from International officers, and participate in important discussions.

Member engagement begins with education. Every member should receive an eight-hour union orientation that explains their rights, the contract-demand process, and how to have their voice heard. At Local 14, I teach new members Union 101 and Core Values. I make sure they understand how the union works and how to seek justice in the workplace. An informed membership is an engaged and powerful membership.

Question 8

How should the International Union prioritize its financial resources?

The International Union must begin by adopting a responsible operating budget. Like any organization, we must understand our income, establish clear priorities, and operate within our means. The absence of a meaningful budget has contributed to our current financial challenges and reflects the dysfunction within our leadership.

We need leaders who are focused on serving the membership rather than scoring political points against one another. We must evaluate our revenue, right-size staffing, and create an organizational structure that directs resources toward members instead of maintaining an operation that is too top-heavy. Officers should also lead by example. First-class airfare and other unnecessary expenses should not be paid with members' dues.

Organizing must remain a major priority, but we must be strategic and measure the return on our investments. That includes identifying workplaces with strong organizing potential and using cost-effective tools such as earned media. I regularly work with news outlets to communicate our message to large audiences at no cost. Every dues dollar should be spent carefully and should advance representation, bargaining, organizing, education, and direct support for our members.

Question 9

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

quality of our jobs while creating new opportunities for UAW members.

As I stated previously, restoring Secure Employment Levels would require management to retain our members as technology changes the workplace. It is management's responsibility to maintain an efficient workforce and find productive work for employees, not simply eliminate jobs to increase profits.

As long as vehicles and parts are being shipped from South Korea and brought across our borders, there are opportunities for that work to be performed here by UAW members using advanced technology. These are our jobs, and we cannot allow bad trade agreements, artificial intelligence, or automation to take them away.

We get what we are willing to accept, and we cannot accept the elimination of our members' jobs. The UAW must negotiate strong employment guarantees, training opportunities, and protections that ensure workers share in the benefits of technological

progress.

Question 10

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

There is a direct connection between the ballot box and the breadbox. The International Union must remain politically active and support candidates who will protect workers' healthcare, pensions, Social Security, Medicare, and the right to bargain for a secure retirement.

We should also continue fighting for a single-payer healthcare system. Healthcare is one of the largest issues in contract negotiations and is often a major reason workers are forced to strike. A single-payer system would protect every worker and retiree while allowing unions to focus more bargaining power on wages, pensions, job security, and working conditions.

At the bargaining table, the UAW must prioritize strong retirement provisions, including pensions, retiree healthcare, and dependable benefits that keep pace with the cost of living. After a lifetime of work, every member deserves to retire with dignity and without fear of losing healthcare or financial security.

Question 11

What qualifications best prepare you for this office?

What has prepared me best to serve as UAW Vice President is the path I took to get here. I started as a standing committee member, became an alternate committee person, then a committee person and shop committee representative. Today, I am serving my third term as President of UAW Local 14 and as President of the Toledo Area UAW CAP Council.

I have been a member of six different UAW locals, and I learned something valuable from

each one. I know what it is like to go through a plant closing and to help members deal with the loss of their jobs and the uncertainty that follows. I know how to stand up to management, communicate with the media, build relationships, and represent members during difficult times.

Experience has also taught me when to push harder and when an agreement is in the best interest of the membership. Leadership is not always about being the loudest person in the room. It is about listening, understanding the facts, bringing people together, and making responsible decisions.

I did not gain this experience alone. Many leaders have invested their knowledge, time, and support in me. I learned a great deal from my good friend Bruce Baumhower and from many others throughout our union. I honor what they gave me by mentoring new leaders and passing that knowledge on to the next generation. My experience at every level of the union has prepared me to understand our members' challenges and serve them effectively as Vice President.

Question 12

If elected, what are your top three priorities?

If elected, my top three priorities would be job security, stable and accountable leadership, and the financial well-being of our members.

First, we must secure our members' jobs as artificial intelligence, automation, and emerging technologies transform our workplaces. The UAW must negotiate strong protections, including Secure Employment Levels, to ensure technology is used to assist our members—not eliminate them.

Second, I would work to restore stability to the International Executive Board through leadership, integrity, and accountability. Our members deserve leaders who can work together, manage the union responsibly, and remain focused on serving the membership rather than fighting among themselves.

Third, I would end the UAW's relationship with a credit card program that can charge our members interest rates as high as 28.5 percent. Financial wellness is one of the greatest challenges facing working families. We should not allow our members to be taken advantage of in exchange for a \$1.2 million payment to the union. Every partnership carrying the UAW name should improve our members' lives, not add to their financial burdens.

Question 13

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

The greatest challenge facing the UAW over the next decade is the division within our International Executive Board. Internal conflict is damaging our ability to manage the union's finances responsibly, adopt an operating budget, and develop a clear, unified strategy for the future. This dysfunction is costing our union credibility, stability, and valuable resources.

If we do not restore accountability and responsible leadership, we risk further government intervention and losing control over the direction of our union. That would take our attention away from organizing workers, negotiating strong contracts, and protecting our members.

We cannot successfully confront artificial intelligence, automation, plant closures, and unfair trade while remaining in a constant state of internal chaos. I do not believe we can win protections such as Secure Employment Levels unless our leadership is united, focused, and capable of carrying out a long-term plan. Restoring stability must come first so that we can keep our focus where it belongs—on protecting and advancing our membership.

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 the critical work you do every day. In our new-member orientation, when I explain the diversity of our union, I tell members that if they call 911, the person answering is a UAW member. Your work shows that the UAW represents skilled professionals across many different sectors who provide essential services to our

communities.

I followed your recent negotiations closely and was aware of the health and safety concerns you faced, including the safety of your parking area. I am pleased that you were able to secure the protections and improvements you needed, and I will continue to offer assistance whenever possible.

My vision for the future of our union is one where every bargaining unit—regardless of size, sector, or location—receives the support and resources it deserves. Public-sector members must have strong contracts, safe workplaces, adequate staffing, mental-health resources, and a meaningful voice in the decisions that affect their work.

You are professionals, and you deserve to be respected and treated as such. Thank you for your service to our community and for everything you contribute to our union.

In solidarity,

Tony Totty

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	Tony Totty
Date	8-8-26