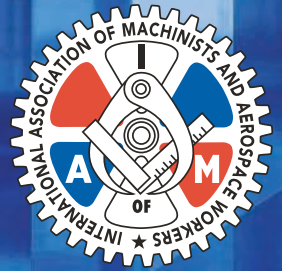


IAM Members Live Better



A BRIEF DESCRIPTION OF YOUR UNION AT WORK!



- ▶ JOB SECURITY
- ▶ A VOICE ON THE JOB
- ▶ BETTER WAGES
- ▶ HEALTH AND SAFETY
- ▶ RESPECT AND DIGNITY



Union members live better.

Founded May 5, 1888

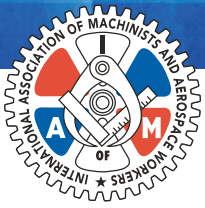
in Atlanta, Georgia: The IAM is one of the oldest U.S. trade unions, and one of the few unions founded in the South.



Getting to know **your union.**

This booklet explains the new legal rights and powers you will gain as a member of the IAM. It describes how a union contract works and some of the major services members receive from the IAM. And, it tells you how the IAM operates, so you and your co-workers can become decision makers inside the union and in your work place. Visit the IAM website for up-to-date news and detailed information, plus valuable links to other sites: www.goiam.org





The Power of a Union Contract

A union job means the guarantee of a contract. A contract is a legally binding and enforceable document which establishes “wages, hours and terms and conditions of work.” There are currently more than 4,400 contracts in effect between the IAM and various employers.



A typical contract secures such things as raises, vacations and holidays; life insurance, medical, dental and vision coverage; a pension plan; sick leave; maternity leave; shift differentials; transfer and promotion rights, and agreed-upon methods of settling differences between the members and management.

As an IAM member, you and your co-workers vote to approve or reject any proposed agreement.

So, who works to protect my contract?

The Shop Steward is a co-worker elected directly by the members or appointed by your elected union officers and trained to

be the “front line” representative for the IAM membership. IAM Stewards are trained to “iron out” problems between employees and managers and, if necessary, settle issues more formally through the grievance procedure.

The Business Representative, an IAM member who works full-time on union business, backs up the Steward and makes sure your employer lives up to the union contract. They also help negotiate contracts and organize new members.

The Local Lodge (or Local) is the basic building block of the IAM. Here members meet to share ideas, vote on issues and elect officers for all levels of the union, right up to the International President. It's the Local Lodge that holds membership votes on contracts. They keep members informed through union newsletters and websites. Their clubs and committees involve members in everything from lobbying the state house and Congress to sponsoring softball teams and community service work.





UNION MEMBERSHIP MEANS JOB SECURITY

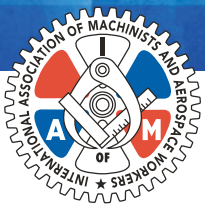
Seniority is the most basic form of job security. When negotiating a contract, the first order of business is to “lock in” years of service.

- ▶ Union contracts may also provide protection from subcontracting by limiting the employer’s right to subcontract or outsource work.
- ▶ Union contracts can protect from layoff by including language that provides extra benefits to laid-off members, including tuition money, retraining vouchers, severance pay, extended health insurance and supplemental unemployment benefits.
- ▶ Every union contract provides a vital form of job security: a system of “due process” that management must follow. Management must present evidence to justify disciplinary actions, including terminations, and union workers have their own representatives to present evidence and testimony on their behalf.

The District Lodge (or District) includes several Locals across a large geographical area and allows more services to be delivered more efficiently to more members. District officers are elected in a secret-ballot vote, either directly by the membership or by district delegates who, in turn, are elected by the membership.

The International Union represents the entire membership throughout North America, the Commonwealth of Puerto Rico, the U.S. Virgin Islands and Guam and provides most of the programs and services described in this booklet. International officers, including the International President and General Secretary-Treasurer, are nominated by IAM members in open meetings, and then elected by a secret-ballot vote of the entire IAM membership.





Who We Are and What We Do

We are Aerospace workers. The IAM is the world's largest union of Aerospace workers. More than 90,000 IAM members work in aerospace, building and maintaining airframes, jet engines, rockets, missiles, satellites and advanced electronics and avionics gear. The IAM has negotiated contracts and represents members working for many major aerospace companies, including, among others: Boeing; Bombardier; DynCorp; General Electric; Lockheed Martin; Pratt & Whitney; Raytheon; and Spirit AeroSystems. Thousands of IAM members working in the Aerospace sector fall under the Service Contract Act. The IAM Aerospace Department employs full-time Aerospace Coordinators who specialize in serving members in specific companies and sectors of the aerospace industry.



We are Manufacturing workers. The IAM represents more than 93,000 men and women at manufacturing, metalworking, and machine building companies from coast-to-coast. We are assemblers, inspectors, machinists, precision repair personnel and machine operators at the likes of Harley-Davidson, Miller Brewing Company, Mercury Marine and John Deere.

We are Public Employees. More than 17,000 public-sector workers enjoy the benefits and security of an IAM contract. IAM members are engineers, scientists and technicians. We are doctors, nurses, psychologists and therapists. We program computers, handle procurements, answer telephones, erect buildings and maintain grounds and equipment. Because the laws and issues facing public employees are so different, the IAM has a specialized Government Employees Department to negotiate contracts, represent public sector employees and lobby Congress and the state legislatures.

We are Automotive employees. The American economy is built on the automobile and truck industry, and the IAM has proudly represented employees in this vital sector since 1916. In fact, the IAM created the first Local Lodge devoted exclusively to automotive and truck employees in 1919, in Cincinnati, OH. Today, the IAM represents some 39,000 men and women with dealerships and repair shops all across the country. These members work for the likes of Ford, Penske Truck, Hyundai, and Chevrolet.



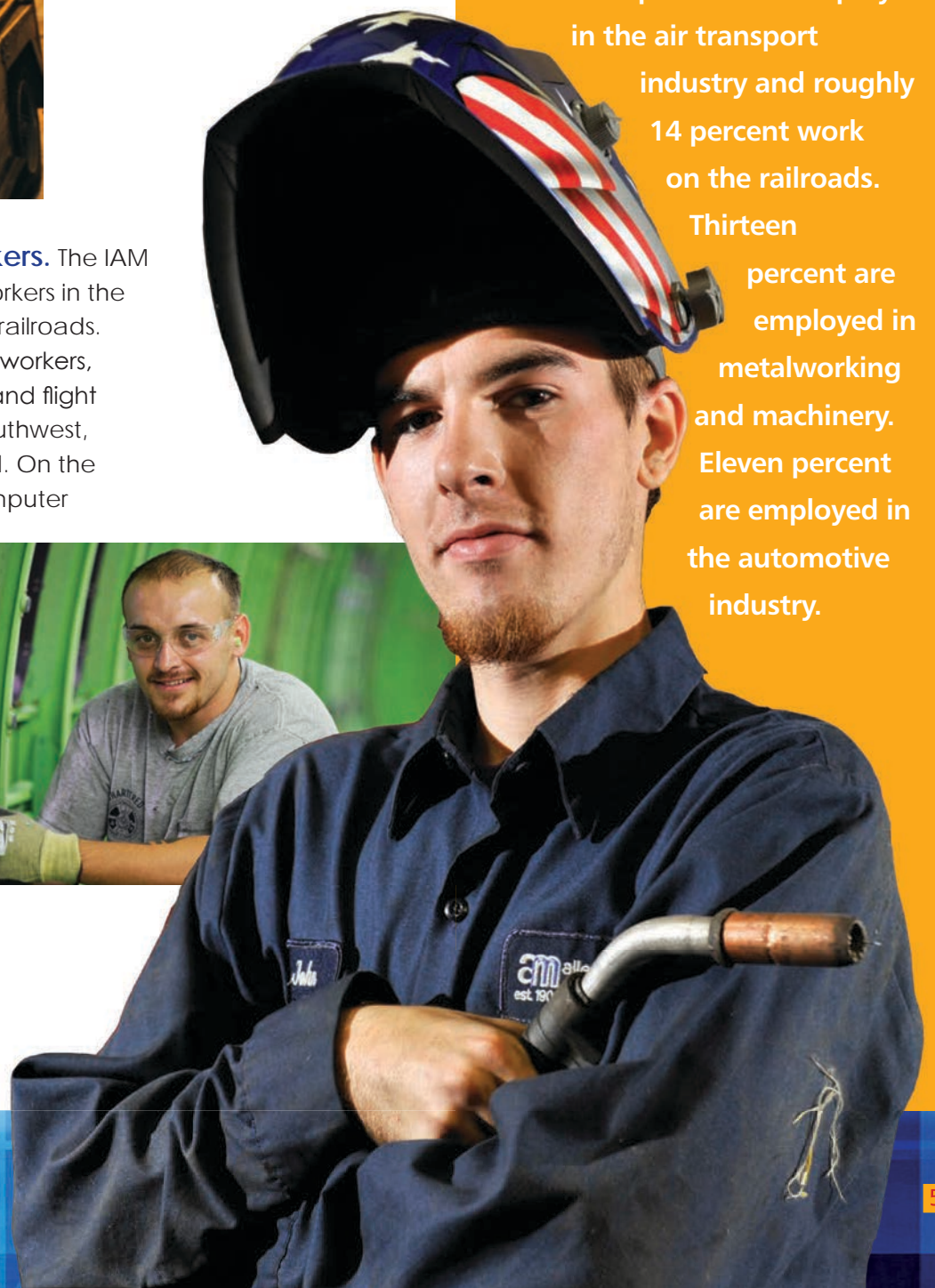


We are Transportation Workers. The IAM represents more than 106,000 workers in the air transport industry and on the railroads. We are mechanics, fleet service workers, stock clerks, reservation agents and flight attendants at airlines such as Southwest, American, ExpressJet and United. On the rails, we are Carmen, clerks, computer programmers and more working for the likes of Amtrak, CSX Intermodal and Canadian National.



More about our members:

Roughly 25 percent of the current IAM members are employed in aerospace. Sixteen percent are employed in the air transport industry and roughly 14 percent work on the railroads. Thirteen percent are employed in metalworking and machinery. Eleven percent are employed in the automotive industry.



Union membership means

- ▶ Fully 79 percent of all union members are participating in employer-provided health care plans, compared to just 49 percent of non-union workers.
- ▶ Union members pay 18 percent less in health care deductibles and work for employers who cover 11.1 percent more in health care costs for single-worker coverage (15.6 percent more for family coverage).



Improved wages & benefits

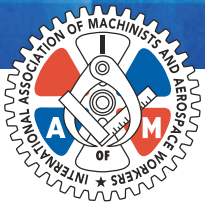
- ▶ Union workers are 24.4 percent more likely to receive health insurance coverage in their retirement.
- ▶ Union members have median weekly earnings roughly \$200 higher than non-union workers.
- ▶ Roughly 83 percent of workers in unions have paid sick leave compared with 62 percent of nonunion workers.

* Sources: The U.S. Department of Labor Bureau of Labor Statistics; Economic Policy Institute



Total membership:

Approximately 600,000 active and retired members.



What Services Would I Receive From the IAM?

The Finest Research Yields the Finest Contracts. IAM Headquarters employs full-time professional economists, statisticians, researchers, pension analysts and contract analysts. When the IAM negotiates a contract or works with Legislature or Congress,

the Strategic Resources Department makes sure we have the most up-to-date, detailed data available.

Full-time Legal Representation. IAM legal experts defend our members' rights in the courts, before the National Labor Relations Board, the Federal Labor Relations Authority, the National Mediation Board and other vital agencies, as well as in arbitration and the workplace.

Defending the Rights of All. Every individual – regardless of race, sex,

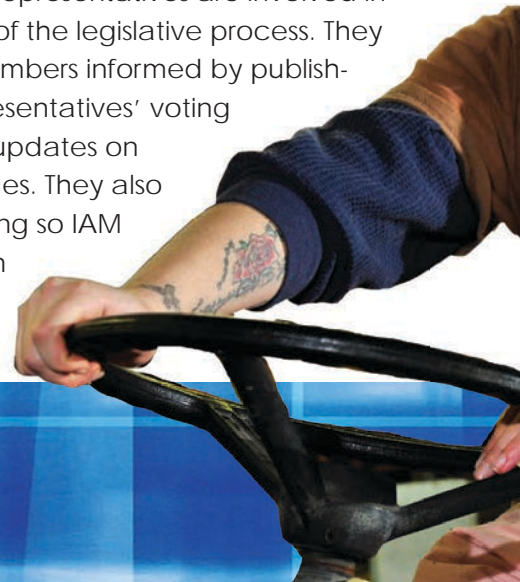
religion or ethnic background – should be treated in a fair and equal fashion. The IAM's Women's and Human Rights Department is

actively involved with a number of groups that ensure individuals from all walks of life are treated equally, including the Coalition of Labor Union Women, the NAACP, the A. Philip Randolph Institute and the Labor Council for Latin American Advancement.

Membership Services. IAM Employment Services helps members navigate the constantly changing job market. Where large-scale layoffs occur committees are trained to work with local, state, and federal agencies to deliver services to the membership in an efficient manner. Guidance regarding short and long-term medical insurance is also delivered to groups and individuals.

Modern Communications Keep You Informed. The IAM employs a full-time professional staff, skilled in web-based video, social media, news reporting and the production of online magazines, newsletters, TV, film and radio. The IAM trains members to publish newsletters and websites, and we make websites available, free of charge, to every Local and District.

Political Power to Get Things Done. IAM political representatives are involved in every phase of the legislative process. They keep IAM members informed by publishing your representatives' voting records and updates on legislative issues. They also provide training so IAM members can



get personally involved in political and legislative work. The Machinists Non-Partisan Political League (MNPL) is a voluntary organization of members who donate funds to union-endorsed candidates. Dues money does NOT go directly to political candidates.

The International Realm. The IAM's Trade and Globalization Department has responsibility for developing policy and coordinating IAM activities involving internationally-related issues. These include examining and attempting to influence regional and world trade agreements, developing multinational codes of conduct, shareholder resolutions, reviewing foreign policies and checking on the activities of governmental and financial institutions.

Protecting Your Safety and Health. The IAM's Safety and Health Department teaches Locals and Districts to set up effective safety and health committees, prevent accidents, respond to emergencies and make effective use of contractual and OSHA protections.

The Next Generation. The Young Machinists is a group of energetic union members borne out of the IAM. Marked by a deep connection to the struggles and accomplishments made by the brave Brothers and Sisters that came before them, the Young Machinists seek to work through the Women's and Human Rights Department by lending their voices to the common call of justice and fairness for all workers.



A COMMITMENT TO EDUCATION

An educated membership is a powerful membership. That's why IAM members have their own college campus. The IAM's William W. Winpisinger Education and Technology Center at Placid Harbor is one of the premier union education centers in the world. More than 70 courses (many of which qualify for college credit) are offered free of charge to IAM members every year. Emphasizing the fundamentals of trade unionism and the laws governing the IAM, "Leadership" classes provide members with the tools to be activists and leaders within the IAM.

Learn more here: <http://winpisinger.iamaw.org/>

High Performance Work Organization Partnerships (HPWO). With the assistance of the IAM's HPWO department labor and management work together to design and implement a process where all employees participate in the day-to-day decisions at their workplace. HPWO Partnerships help IAM-represented work-sites survive and grow by changing the workplace culture.

Retiree Clubs act as social clubs where IAM retirees congregate, provide for participation in community affairs and allow retirees the opportunity to assist with legislative fights surrounding issues such as pensions and health care. The Retiree Assistance Program is an education program where volunteer retirees are trained to identify needs and help fellow retirees seek out professional assistance.

Justice on the Job, Service

Union membership means

using the collective power of many to make things better for all. That philosophy holds true for our members in their communities as well. Thousands of IAM members belong to Local and District Community Service Committees. Every year union members attend the AFL-CIO's Dr. Martin Luther King, Jr., Holiday Observance, where they perform community service to honor Dr. King's legacy. IAM members build wheelchair ramps for the handicapped and elderly. We raise money

The IAM's Young Machinists partnered with Habitat for Humanity in San Antonio, TX to build new homes for local families in need.



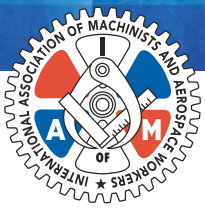
to the Community

for United Way and join with other union members for the Spirit of Labor Christmas Program, a program that provides toys for underprivileged children. When disasters such as tornados and flooding strike, the IAM Disaster Relief Program is there to help members and their communities pick up the pieces. All across North America, IAM Districts and Locals hold charity golf tournaments and motorcycle rides to raise money for Guide Dogs of America. Union members know the importance of a strong community and helping the less fortunate.



GUIDE DOGS OF AMERICA (GDA)

raises guide dogs and trains blind and visually-impaired individuals and dogs to work together. An IAM member founded GDA in 1948 and the IAM is proud to be the center's leading sponsor. At no charge, GDA provides blind and visually-impaired individuals with a dog, harness and other necessary equipment; four weeks intensive training, and room and board at the 7.5-acre facility near Los Angeles. For more information write: Guide Dogs of America, 13445 Glenoaks Blvd., Sylmar, California 91342, telephone 818-362-5834, or visit GDA's website: www.guidedogsofamerica.org



Tough Questions Answered



How does the IAM ensure democracy and membership control of the union?

The IAM Constitution is the union member's "bill of rights" and the fundamental law of the union. It guarantees the members' right to nominate and elect their officers in secret-ballot elections at every level of the union, from Local Lodge officers to the International President. It guarantees the members' right to vote on contracts and to participate fully in every aspect of the life of their union.

The Grand Lodge Convention. Every four years a "convention call" is mailed to all Local Lodges. The members then nominate delegates and elect them in a secret-ballot vote. Convention delegates, alone, have the power to amend the Constitution. The number of Convention delegates and votes assigned to a Local depends on the size of its membership.

Reports to the Membership. Every year, the General Secretary-Treasurer's office mails an Audit Report to every IAM Local Lodge. An independent firm certifies the report, which allows IAM members to track and scrutinize the finances of their organization. Each Local Lodge receives regular notices about union policies, changes in policies and other matters of concern to the membership. The Local Lodge Recording Secretary is responsible for reading the notices aloud at the monthly membership meetings.

What About Strikes

Strikes get tons of publicity, but the odds are you will never go on strike. Every year, 99 percent of all IAM negotiations are settled without a strike, through businesslike, professional negotiations with the employer.

Quite frankly, the IAM Constitution is written to make strikes difficult and rare. No one in the IAM can order or force a majority of members to strike against their will. Members covered by the contract are notified and given the chance to vote on the proposed agreement and on whether to strike. It takes a simple majority (50 percent plus one) of those voting to accept a contract. It takes a two-thirds majority (at least 66.6 percent) to strike.





UNION MEMBERSHIP MEANS A SECURE RETIREMENT

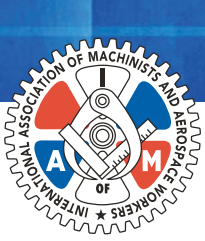
As important as Social Security is, it only provides a guaranteed minimum income. It is a survival plan, not a retirement plan. That's why the IAM strives to negotiate the best possible retirement plans for our members. Union members are roughly 54 percent more likely to be covered by a pension plan, according to the Economic Policy Institute. Even for Union workplaces that fall under a defined-contribution plan such as a 401(k), the ability to bargain gives the negotiating committee the opportunity to secure improved terms within the retirement savings plan. A union contract paves the way for a secure retirement.

The IAM Strike Fund. If IAM members must strike, they have solid financial backing from their union: 10 percent of the dues paid to the International Union are automatically deposited in the IAM Strike Fund. Commencing the third week of a legally-sanctioned strike, the fund pays benefits of \$150 a-week.

What About Dispute Resolutions?

Without a union contract, employers can make whatever rules they choose, and change the rules whenever they choose. With a union contract, you have rules and legal rights in the workplace that the employer cannot change without negotiating with the union. Everyone covered by the contract has the legal right to appeal – that is, to file a “grievance” – if they believe the rules have been broken. Trained IAM stewards and business representatives will meet with management to attempt to resolve the grievance. Ultimately, cases can be taken before an impartial arbitrator to be resolved.





All employees participate

in the day-to-day decisions at their workplace.

check, the International Union conducts periodic, unannounced audits of Local and District Lodge books. Likewise, the integrity of International Union finances are protected through annual audits by an independent firm of certified public accountants.

What About Fines and Assessments?

People depend on their union to take care of serious business – to protect their jobs; their safety and health; their wages and benefits.

That is why the IAM Constitution provides the tools and procedures necessary for the union to do its job.

Any member or officer who believes another member or officer has violated the Constitution or bylaws of the IAM has the right to file a complaint and to demand a full and fair investigation. The IAM Constitution sets forth procedures for investigation complaints, selecting trial committees, presenting evidence, filing appeals and protecting the rights of the accused.

What About Dues?

Union members pool their dues money to obtain a level of workplace representation, service, and protection very few individuals could possibly afford alone.

IAM dues are established through Local or District Lodge bylaws and add up to just a fraction of your monthly take-home pay. Dues secure all the benefits, rights, services and privileges that are negotiated through collectively bargained contracts and are described in this manual: union-scale wages, health insurance, pensions and all the rest.

How is the Money Monitored?

In every Local and District, at least six officers share responsibility for protecting the members' dues money. Local Lodge funds must also be audited twice a year. The members nominate and elect auditors (Local Lodge officers may not serve as auditors) and three Trustees to review and verify the auditor's reports. The reports must then be submitted for review by the Local membership and the General Secretary-Treasurer. As a further

IAM MEMBERS SAVE WITH UNION PLUS

IAM members are entitled to the most attractive, competitive group of discounted benefits and services anywhere through their union membership and its affiliation with Union Plus:

- ▶ Low Interest Credit Cards
- ▶ Mortgage Loans
- ▶ Auto Loans
- ▶ Home Equity Loans
- ▶ College Scholarships
- ▶ Low Cost Travel Tours and Recreational Packages
- ▶ And much more!



If the trial committee rules that an individual has acted improperly or unlawfully, the committee may recommend penalties including removal from office, fines or expulsion from the union. The Local Lodge mem-

bership must then vote to uphold, reject or amend that recommendation.

Any organization worth its salt also has methods to handle emergencies. In the event of an extraordinary financial emergency, the Constitution allows the IAM leadership to ask the membership – in a union-wide, secret-ballot vote – whether the members should pay a special assessment to handle that emergency. A majority of the membership must approve the assessment, and the money raised can only be used for the specific purpose listed on the ballot.

There hasn't been an assessment at the Grand Lodge level in over 70 years. Members also have the right to vote on assessments at the Local Lodge level. This ensures locals have the ability to survive in tough financial times.



THE IAM NATIONAL PENSION FUND

provides a defined benefit pension plan that covers many companies and provides top-quality benefits at affordable rates, as well as a 401K savings plan.

More than 1,750 companies and 100,000 employees currently participate in the IAM National Pension Fund, which has assets totaling more than \$9 billion. Participating members can change jobs between any of the 1,750

participating companies and their pension goes with them. They continue building up benefits. The IAM National Pension Fund is the fifth largest multiemployer pension fund in the United States. For more information, go to www.iamnpf.org.





Robert Martinez, Jr.



Dora Cervantes



Gary Allen



Sito Pantoja



Mark Blondin

Leading by Example

The IAM's leaders have shown time and time again they have the will and determination to fight the battles that will ensure IAM members and working families thrive. The IAM's eleven Executive Council members are as diverse and as strong as the members they represent throughout North America.

Robert Martinez, Jr. has served as IAM International President since January 2016. As International President, Bob leads the IAM's some 600,000 members in tough representational, legislative and organizing fights. Bob has been a Machinist since 1980 when he began working as an aircraft assembler at Lockheed Martin in Ft. Worth, TX. Immediately prior to assuming his current role, he served as Headquarters General Vice President. Prior to taking over as Headquarters General Vice President, Bob served as Southern Territory General Vice President for nearly a decade.

Dora Cervantes took over as General Secretary-Treasurer on August 1, 2015. As General Secretary-Treasurer, Dora is responsible for directing the finances of the International Union, ensuring the IAM stays financially strong. She joined the IAM Executive Council in 2013 as the first Hispanic woman to serve as General Vice President. Prior to that, she served as Assistant Secretary to the General Secretary-

Treasurer. Dora initiated into IAM Local Lodge 2198 in Houston, TX in 1989 as a Reservations Agent for Southwest Airlines.

Gary R. Allen has served as the Western Territory General Vice President since 2009. Gary initiated into IAM Local Lodge 794 in 1979 upon his employment at the General Electric Aircraft Engine Plant in Albuquerque, NM. Gary served the IAM in numerous capacities before assuming his current role, including as the Western Territory's Chief of Staff, an Aerospace Coordinator, a Grand Lodge Representative and as President and Directing Business Representative of Local 794. The Western Territory includes thirteen states: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, New Mexico, Nevada, Oregon, Utah, Washington and Wyoming.

Sito Pantoja has served as the Transportation General Vice President since 2012. The Transportation Department operates from IAM Headquarters and administers contracts in the railroad and air transport sectors in the United States. Sito initiated into IAM Local Lodge 1056 in Jamaica, NY in 1977 as an Aircraft & Powerplant Mechanic for TWA.

Mark Blondin is the General Vice President of the IAM Aerospace Department. Prior to assuming his current position, he served as General Vice President of the IAM Southern Territory. Mark hired on at the Boeing Company in 1979, working as a Toolmaker at the Renton facility. In 1996, he was elected as a Business Representative for District 751, and



James Conigliaro



Rickey Wallace



Stan Pickthall



Brian Bryant



Steve Galloway

The IAM's diverse leadership team is directly elected by IAM members every four years.

in 2000 he was elected President and Directing Business Representative. Mark was assigned as an IAM Aerospace Coordinator in 2007 and later General Vice President of the Aerospace Territory.

James Conigliaro is the General Vice President of the IAM's Eastern Territory. Prior to assuming his current role, James served as General Vice President in the General Secretary-Treasurer's Department at Headquarters. James served as President and Directing Business Representative of IAM District 15 in New York for more than a decade. He joined IAM Local Lodge 447 in 1977 as a maintenance mechanic for United Parcel Service.

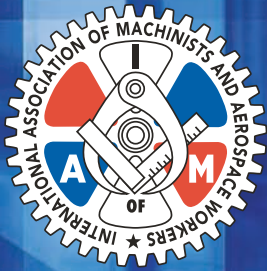
Rickey Wallace has served as General Vice President of the Southern Territory since October 1, 2018. He previously served as Resident General Vice President at Headquarters from 2016 to 2018. Rickey is a 38-year IAM member who initiated into Clarksville, TN Local 1296 in 1980. In 1995 Wallace was elected as a Business Representative in the former District 155 (now District 711) and held that position until he was appointed Assistant Directing Business Representative in 2008. In April 2009, Wallace was elected District 711 President and Directing Business Representative.

Stan Pickthall took over as Canadian General Vice President on May 1, 2016. Stan, a journeyman steel fabricator, became a

member of IAM Local 692 in 1984. He served in a variety of local lodge positions before being elected as Business Representative of IAM District 250 in 1994. Pickthall was elected as Directing Business Representative of the district in 2005 and was appointed the Canadian Territory Chief of Staff in 2013.

Brian Bryant has served as General Vice President of Headquarters since October 2018. He previously served as a General Vice President in the General Secretary-Treasurer's Department. Prior to that, he served as IAM Eastern Territory General Vice President. Brian initiated into the IAM in 1989 when he joined Local S6 while employed at Bath Iron Works in Bath, ME. He later was elected Shop Steward, Trustee, and President of Local S6. He would later go on to serve as Directing Business Representative of IAM District 4, Grand Lodge Representative and Eastern Territory Chief of Staff.

Steve Galloway is the General Vice President of the IAM Midwest Territory. Steve began his membership in IAM Local Lodge 459, District 77 in 1987 as a brewer working at the Stroh Brewery Company in St. Paul, MN. He would go on to serve as an Executive Board Member of IAM Local Lodge 459, a Business Representative and Directing Business Representative at IAM District Lodge 77, and Grand Lodge Representative for the Midwest Territory. Immediately prior to assuming his current role, Steve served as Chief of Staff to the Midwest Territory General Vice President.



International Association of Machinists & Aerospace Workers

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| www.goiam.org | <https://www.facebook.com/MachinistsUnion> |

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