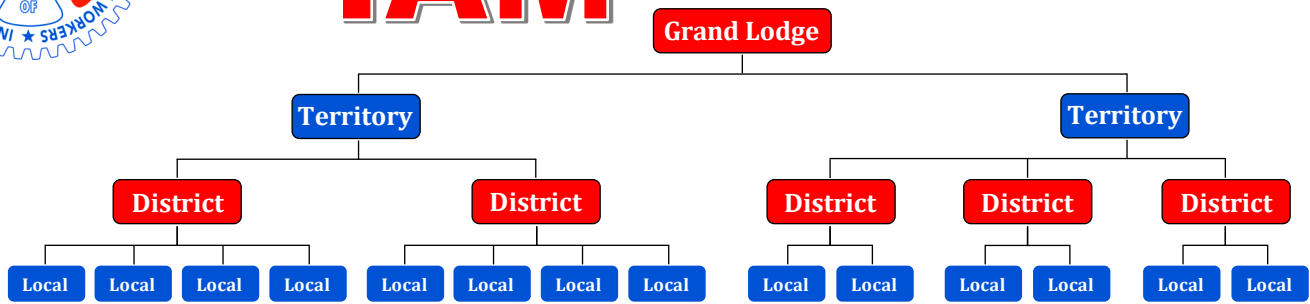


Building Blocks of the IAM

International Association of Machinists
and Aerospace Workers



YOUR LOCAL LODGE is the fundamental building block of the IAM, where members meet monthly to discuss and exchange ideas, vote on issues, and elect officers for all levels of the union, including the International President.

There are 1,143 IAM Local Lodges across the United States, Canada, Guam, Puerto Rico, and Panama. These Lodges vary in size from fewer than 100 members to over 10,000 members.

The Local Lodge plays a crucial role in negotiations and enforcement of contracts that dictate our member's wages, benefits, and other terms and conditions of employment. However, most Local Lodges are usually involved in additional activities that go beyond grievance processing and contract negotiations.

Your Local Lodge can be anything you want it to be by attending meetings and getting involved.

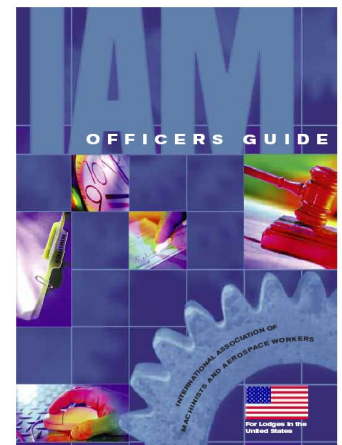
YOUR LOCAL LODGE OFFICERS are nominated and elected by members through a secret ballot vote. The officers include a President, Vice President, Recording Secretary, Conductor, Sentinel, and three Trustees. The responsibilities of local lodge officer's are specified in Article C of the IAM Constitution.

The District Lodge is the next level of the IAM, consisting of several Local Lodges across a large geographical area. District Lodges employ a "strength in numbers" principle where they leverage the collective power of their members to offer better services and benefits. Uniting several Local Lodges into a single, larger unit allows more services to be delivered efficiently to more members. The district's vast representation gives its members a stronger voice in dealing with elected officials at all levels of government.

Your District Lodge President/Directing Business Representative (PDBR) and Business Representatives (BR) are employed full-time to protect, defend, and advance the interests of the IAM membership. They negotiate contracts, process grievances, and organize new members, among other duties.

The District Lodge President/Directing Business Representative (sometimes called the General Chairperson in the transportation industry) is nominated and elected per local or district bylaws. In larger districts, a PDBR typically oversees several Business Representatives.

The individuals occupying these positions are primarily accountable to the local and district union membership. However, they also serve under the general oversight of the territory's General Vice President. In most cases, a portion of their salary is paid for by the Grand Lodge in your territory. The IAM has seven territorial jurisdictions, each headed by a General Vice President. Five of the Territories are geographical regions (Eastern, Midwest, Western, Southern, and Canadian); one is industrial (Transportation), and one (Headquarters) has jurisdiction over IAM Headquarters operations in Upper Marlboro, Maryland, the U.S. Organizing staff, and the William W. Winpisinger Education and Technology Center at Placid Harbor, in southern Maryland.



www.LL774.org/links





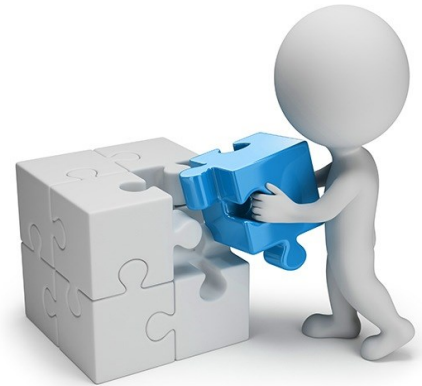
Your Grand Lodge Representative (GLR) is a full-time staff member of the IAM organization assigned to the General Vice Presidents in various territories. GLRs have a range of responsibilities, including contract negotiations, organizing, arbitrating grievances, representing the IAM before the National Labor Relations Board, and any other important activities. To be appointed as a GLR, a person must have been a continuous member of the IAM for at least five years. GLRs are paid directly by the Grand Lodge.

Your Grand Lodge Auditor (GLA) is one of 17 full-time staff members assigned on a geographical basis by the General Secretary-Treasurer to assist and serve the Local and District Lodges. GLAs have a variety of duties, including auditing local and district financial records and training financial officers.

The term "Grand Lodge" is often misunderstood to refer to the IAM's top leadership or headquarters. However, it denotes the IAM Executive Council and the Local Lodge delegates elected and seated at regular or special IAM conventions. The term "International" refers to the entire IAM organization, which is international in scope and spans across the U.S., Canada, Guam, Puerto Rico, and Panama.

The Grand Lodge Executive Council is composed of the International President, the General Secretary-Treasurer, and seven General Vice Presidents. The Executive Council is elected every four years by the entire IAM membership through a direct, secret ballot vote.

SOME OTHER KEY PIECES TO YOUR UNION: The IAM has several building blocks that make up the union, including the Local Lodge, the District Lodge, the Territory, and the Grand Lodge. However, there are other components of being a part of IAM that you should know about.



Collective Bargaining Agreement

Your contract (collective bargaining agreement) with the IAM is one of over 6,000 legally binding agreements between various employers and the union. Your contract guarantees that you will receive fair compensation, reasonable working hours, and suitable working conditions. In addition to these, most contracts also provide a range of benefits, rights, and protections, such as job security, paid vacations and holidays, life insurance, medical benefits, pension rights, sick leave, severance pay, maternity leave, shift differentials, transfer and promotion rights, time off for voting and jury duty, savings plans, moving allowances, call-in pay and many other benefits that are vital to the well-being of you and your family.

As a member of the IAM, you have the right to propose changes to your contract during the negotiation period. You have the right to elect your negotiating committee and vote on approving or rejecting any contract for your work. Any time a new contract is negotiated and ratified, you will have the right to receive a copy.

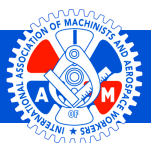
Non-union workers are at the mercy of their employers, with no legal contract to protect them. Union workers operate under a legally binding contract and an organization that supports them. When comparing contracts negotiated by other unions, IAM contracts are as good as any and better than most.

Your contract is your bill of rights on the job. Get a copy. Study it. Know it.

Your shop steward is your first point of contact with the union. Their primary responsibility is to enforce the union contract and protect your rights. If you encounter any issues in your workplace, reach out to your shop steward. If necessary, the steward will start working on resolving your complaint through the grievance procedure outlined in the contract.



In addition to being a representative, your IAM steward can provide you with valuable information and advice about news and events related to your union. If you have questions or wish to become more involved, don't hesitate to talk with your steward.





Your State/Provincial Machinists Council is one of 44 such organizations, including 40 state councils in the United States and four provincial councils in Canada (British Columbia, Manitoba, Ontario, and Quebec). State or provincial councils, comprised of local elected IAM delegates, convene least biannually.

Council meetings exchange information and coordinate action on economic, political, and legislative matters affecting the welfare of IAM members and working families.

Machinists Councils have initiated many improvements in state and provincial laws affecting health and safety, workers' compensation, fair labor standards, and other vital areas of concern.

Regional Machinists Councils also exist, serving Canada, New England, and the Eastern, South Central, and Midwest states. Your link to members of other unions locally or in your state or province is through the IAM affiliation with the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) in the United States and the Canadian Labor Congress (CLC).

The AFL-CIO and the CLC are not unions. They are umbrella organizations of many unions representing several million workers who seek to build a stronger labor movement by coordinating political action, worker education, organizing research, rallies, and other mass mobilizations.

The AFL-CIO and the CLC are organized into local and state/provincial labor councils, forming a grassroots network of workers in shops and communities across the continent. Sixty unions affiliate with the AFL-CIO, which has its headquarters in Washington D.C. Dozens of national and international unions affiliate with the CLC, which has its headquarters in Ottawa, Canada.



If we don't have workers organized into labor unions, we're in great peril of losing our democracy.

~Dolores Huerta

