



**MANY FACES — ONE UNION**

**PROFILE** *of the*  
**IAM**

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS**



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## **Our Goals:**

**JUSTICE ON THE JOB**

**SECURITY FOR THE FAMILY**

**SERVICE TO THE COMMUNITY**

## **Vital Statistics**

**Founded 1888**, Atlanta, Georgia, by 19 railroad machinists.

**First established in Canada in 1890**, when workers at Grand Trunk Railways organized a Local Lodge in Stratford, Ontario.

**Membership now nearly 811,000** working men and women who are members of some 1,143 IAM Local Lodges and 86 Districts throughout Canada and the United States.



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# THE IAM IN CANADA

The IAM is an international union, with thousands of members being citizens of countries outside the United States, most notably in Canada.

The first Canadian Local (Lodge 103) was chartered in Stratford, Ontario in 1890, barely two years after the IAM was founded in a locomotive pit hundreds of miles to the south, in Atlanta, Georgia. But the railroad machinists ignored national boundaries and quickly spread the gospel of worker solidarity from roundhouse to roundhouse as they traveled the new rail lines that were fanning out across the continent. By 1902, workers had joined into 20 IAM lodges from Halifax, Nova Scotia on the Atlantic coast to Victoria, British Columbia on the Pacific.

Today, more than 50,000 members belong to 91 Local Lodges and seven District Lodges in every province and territory in Canada.

Canada is a sovereign nation, quite different from the United States in many important respects. Canada has its own distinct laws; universal, national health care, and its own forms of government (including a labour party, the New Democratic Party.)

Accordingly, the administration of the IAM in Canada is different, as well. Except for membership record-keeping and accounting, many of the services U.S. members receive from IAM Headquarters (including communications and media relations, education and supplies) are provided to Canadian members through the territorial office in Toronto, headed by the General Vice President for Canada.

Because Canada has a parliamentary form of government, where many parties compete (again, far different from the U.S. two-party system) Canadian unions joined with other progressive forces in 1961 to form their own political party, the New Democratic Party (NDP). Endorsed and actively supported by the Canadian Machinists Political League (CMPL), the NDP is a major force at all levels of government in Canada. IAM locals are affiliated with the NDP, and the IAM is represented on both the NDP's Federal Council and Federal Executive.



# THE IAM STRUCTURE

## HOW THE PIECES FIT TOGETHER

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The various parts of the IAM are designed to work together to empower, protect and promote the well-being of the union membership. The IAM is composed of a number of bodies, organized along regional and industrial lines, each with particular functions and responsibilities.

**A. YOUR LOCAL LODGE** is the basic building block of the IAM. This is where IAM members meet, every month, to share and debate ideas, vote on issues and elect officers for all levels of the union, right up to the International President.

There are 1, 143 IAM Local Lodges in every region of the United States, Canada, Guam, Puerto Rico and Panama. Local Lodges range in size from fewer than 100 members to more than 10,000 members.

The Local Lodge has major responsibilities in the process of negotiating and enforcing the contracts that determine the wages, benefits and other terms and conditions under which our members are employed. But most Local Lodges do much more than negotiate contracts and process grievances.

Local Lodges keep members informed and involved through union newsletters and a wide range of clubs and committees covering everything from legislation to health and safety, apprenticeships, community services and recreational events.

Your Local Lodge can be anything you want it to be. You can make this happen by attending meetings and becoming involved.

Your Local Lodge Officers are nominated and elected by you and your fellow members in a secret ballot vote. The officers include a President, Vice President, Recording Secretary, Secretary-Treasurer and three Trustees. The officer's duties are spelled out in "Article C" of the IAM Constitution.

**B. YOUR DISTRICT LODGE** is the next building block of the IAM. A District Lodge is typically made up of several Local Lodges across a large geographical area.

Our 86 IAM District Lodges use the principle of “strength in numbers” to better serve the membership. Uniting a number of Local Lodges into a single, larger unit allows more services to be delivered more efficiently to more members. For example, very few locals can afford to hire a full-time Business Representative (see below) to negotiate contracts and handle grievances.

Because a district represents many workers across a large area, its members speak with a louder voice when dealing with elected officials at the local, provincial and national level.

Districts are set up in different ways. Some include all Local Lodges in a city, metropolitan area or province. Others are made up of Local Lodges whose members work for a specific airline or railroad. With very few exceptions, all IAM Local Lodges are affiliated with a District Lodge.

Your Business Representative or General Chairperson is employed full-time to protect, defend and advance the interests of the IAM membership. Among other duties, they negotiate contracts, process grievances and organize new members.

Business Representatives and General Chairpersons (as they are called in the transportation industry) are chosen according to local or district lodge by-laws. In larger districts, a Directing Business Representative or a General Chairperson typically oversees several Business Representatives or Assistant General Chairpersons.

The people holding these positions are primarily responsible to the local and district union membership, but they also serve under the general supervision of the IAM General Vice President in charge of their territory. In most cases, a portion of their salary is supported by the Grand Lodge (see below).

**C. YOUR TERRITORY.** The IAM is divided into 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 Headquarter 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.

Your Grand Lodge Representative (GLR) is one of more than 100 full-time staff employed by the IAM and assigned to the General Vice Presidents in the various territories. GLRs are responsible for contract negotiations, organizing, arbitrating grievances, and representing the IAM before the Labour Relations Board and other vital activities. Before being appointed as a GLR, a person must have held continuous membership in the IAM for five years. They are paid directly by the Grand Lodge.

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

**D. THE GRAND LODGE OR INTERNATIONAL** is a term commonly used to refer to the top IAM leadership or to IAM Headquarters. Actually, the Grand Lodge properly refers to the IAM Executive Council and the Local Lodge delegates duly elected and seated at regular or special IAM conventions. The term "The International" properly refers to the entire IAM organization, which (spanning the U.S., Canada, Guam, Puerto Rico and Panama) is international in scope.

The Executive Council is comprised of the seven General Vice Presidents (see above), the International President and the General Secretary-Treasurer. The Executive Council is elected every four years by a direct, secret ballot vote of the entire IAM membership. The Executive Council's duties (and the role of the International President and General Secretary-Treasurer) are explained in the section entitled "Government."

**E. SOME OTHER KEY PIECES OF YOUR UNION.** The major building blocks of the IAM are: the Local Lodge; the District Lodge; the Territory and the Grand Lodge. But there are other components of your life in the IAM you should know about, right up front.

Your Contract is one of more than 6,000 legally binding agreements currently in effect between various employers and the IAM. Your contract secures your wages, hours and working conditions. But most contracts also provide an extensive array of benefits, rights and protections, insurance, medical benefits, pension rights, sick leave, severance pay, maternity leave, shift differentials, transfer and promotion rights, time off for voting, jury

duty, savings plans, moving allowances, call-in pay and many other benefits vital to the welfare of you and your family.

As an IAM member, you have the right to propose changes to your contract when it comes up for negotiation. You have the right to help elect your negotiating committee. And you have the right to vote to approve or reject any contract under which you will work. And whenever a new contract is negotiated, you have the right to receive a copy.

Non-union workers must live at the whim of the employer. Union workers have a legal, binding contract and an organization ready to back it up. Comparative studies of contracts negotiated by other unions show 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 front-line representative. The steward's primary responsibility is to enforce the union contract, and protect you and your rights. If you have a problem on the job, see your shop steward. If necessary, the steward will work to resolve your complaint through the "grievance procedure" set forth in the contract.

Your IAM steward also is a key source of information and advice about news and events in your union. If you have a question or wish to become more involved, 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 are made up of delegates from IAM locals in a given state or province. Most meet at least twice a year.

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

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

Regional Machinists Councils also exist, serving all 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's affiliation with the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) in the United States, and the Canadian Labour Congress (CLC) in Canada.

The AFL-CIO and the CLC are not unions. They are umbrella organizations of many unions representing 15.3 million workers, which seek to build a stronger labour movement by coordinating such activities as political action, worker education, organizing, research, rallies and other mass mobilizations.

The AFL-CIO and the CLC are organized into local and state/provincial labour councils, forming a powerful grassroots network of workers in shops and communities across the continent. Sixty-eight unions are currently affiliated with the AFL-CIO, headquartered in Washington D.C., and 60 are affiliated with the CLC, which is headquartered in Ottawa.

# WHERE WE WORK

Collective Agreements with more than 6,500 employers.

## OUR MEMBERS WORK IN:

- air transport (largest airline union in Canada);
- the railways;
- the aerospace industry;
- the manufacture of aircraft and aircraft parts,
- helicopters,
- engines,
- pulp and paper,
- manufacturing equipment,
- auto parts,
- light and heavy machinery,
- farm equipment,
- fridges, stoves, dishwashers,
- trucks, buses, mobile homes,
- boats,
- weigh scales,
- printing presses,
- swimming pools,
- conveyor systems,
- ball point pens,
- industrial pumps,
- glass beads,
- pet foods,
- radios,
- cosmetics,
- light fixtures,
- signs,
- electric motors,
- elevators,
- snow blowers,
- staples and nails,
- wall coverings,
- hockey sticks,
- kitchenware,
- office furniture,
- submarine valves, and
- cookies.

IAM members work in the public sector for school boards, for a municipal ambulance service, for transit and power commissions.

They work in sensitive industries like Atomic Energy of Canada and maintain critical printing equipment at Canadian Bank Note.

They work in the printing and publishing industry, in auto and truck sales and service, in the construction industry, in university research laboratories and provide cable T.V. service.

You will find IAM members at work in offices throughout Canada in a broad range of occupations which are part of our new information society.



And in all of these enterprises, IAM members rank among the best paid workers on the continent.

Industry Conferences bring together and coordinate negotiations for locals operating in the same industries in:

- aerospace
- air transport
- electronics,
- non-ferrous metals
- shipbuilding,
- atomic energy
- machinery and automotive manufacturing,
- brewery
- pulp and paper
- construction
- tool and die.

# OUR STRUCTURE

Canadian Headquarters are located in Toronto, Ontario.

Across Canada there are full time IAM representatives in every Region, and representation in Mount Pearl, Newfoundland; Moncton, New Brunswick, Halifax, Nova Scotia; Sherbrooke, Montreal and L'Assomption, Quebec; Toronto, Mississauga, St. Thomas and Thunder Bay, Ontario; Winnipeg, Manitoba; Calgary and Edmonton, Alberta; Vancouver and Victoria, British Columbia.

District and Local Union buildings and offices are located in a total of 320 cities across North America.

The IAM operates a state-of-the-art Education and Technology Centre at the William W. Winpisinger Education and Technology Centre in Maryland. The bright, clean hotel-style residences, the superb dining facilities, the high-tech classrooms and the modern indoor-outdoor recreation complex combine to make an outstanding learning environment for IAM members.

The IAM International Headquarters is located in Upper Marlboro, Maryland.



# OUR PEOPLE

## **FIELD STAFF:**

The IAM employs more than 800 full time staff to assist members in negotiations, shop floor and office representation on grievances, occupational health and safety, workers' compensation, technological change and the ever-expanding list of issues which confront workers in the modern day workplace.

Two-thirds of IAM staff are directly elected by local lodge members. The remainder are appointed staff representatives.

The important fact to keep in mind is that whether they are elected or appointed, all IAM Reps come from the rank and file of our membership. They know the score.

## **PROFESSIONAL STAFF:**

### **RESEARCH:**

The IAM research staff includes Directors in both Canada and the U.S. as well as economists, statisticians, contract analysts and librarians.

They assist in wage negotiations, prepare special studies on members' problems such as time study, job evaluation and foreign competition.

They also advise on pension plans, insurance, health and welfare, dental and eye care programs.

### **EDUCATION:**

The IAM has long recognized that the key to a strong union is a well-educated membership. That's why we employ adult education specialists at our William W. Winpisinger Education

and Technology Centre to meet the complete range of educational needs and requirements of our members.

This trade union learning experience is judged to be one of the finest in North America where members can study, learn and make real progress, undisturbed by the daily pressures and demands of the workplace.

The school operates fifty weeks of every year providing instruction for the membership in such courses as collective bargaining, grievance and arbitration handling, health and safety, technological change, human rights, pension and welfare plans, labour history and effective communications.

Each Local Lodge decides who it wants to send to the school and pays only for the student's lost time wages.

Transportation, room, meals and course materials are **all provided free of charge** to the individual and Local Lodge.

### **COMMUNICATIONS AND PUBLIC RELATIONS:**

To operate effectively, union members must be well-informed. That's why the IAM places an emphasis on communication.

More than 30 Local Lodges in Canada alone publish monthly newsletters, and the number keeps growing.

In addition, **The IAM Journal**, the IAM's national publication is published quarterly keeping members abreast of all the important IAM news, labour news and reports and analysis on important economic and legislative developments.

There are Department Directors in both Canada and the United States who oversee a wide range of special newsletters, pamphlets and audio-visual materials to keep IAM members informed on latest developments on jobs, wages, legislation and the consumer and health fields.

Communicating labour's message is crucial in today's difficult economic environment and the IAM is second to none in its public communications and public relations programs.

## LEGISLATIVE

IAM members get the best possible representation and service on the job but the union's task does not end there. We maintain constant vigil and contacts in the "corridors of Power" in Ottawa and provincial capitals to make sure what we have gained in collective bargaining is not diluted or taken away by legislation.

In addition, the IAM has established **The Canadian Machinists Political League**, a voluntary organization supported by voluntary contributions from members of the IAM interested in good government.

**Legal:** The IAM employs staff attorneys at headquarters and engages labour lawyers as required in IAM communities throughout Canada and the U.S. They are there to protect legal rights of union members, and represent the union in court, before Labour Boards, and in arbitration cases.

**Organizing:** The staff assists districts and locals to organize non-union plants and offices in an effort to help those workers win the advantages of union membership.

## COMMUNITY SERVICES:

Co-ordinates programs to help IAM members and their families to obtain personal services and benefits over and above those provided in their union contract and to assist union members during emergencies.

All IAM lodges are encouraged to participate in community affairs. For example, many of our members are leading activists in building co-op housing, environment protection groups, the United Way annual appeal, sponsorship of amateur athletics, and the peace movement.

In addition the IAM has two special programs which are of service to the community.

The first is **IAM CARES** – a joint project of the union and governments which works to secure rewarding, productive employment for disabled workers.

The second is **Guide Dogs of America** – an IAM project which provides guide dogs to people with vision impairment. Guide Dogs was started by a retired Machinist Union member!

## **OCCUPATIONAL HEALTH AND SAFETY:**

Top notch expertise is available to help protect members from hazards on the job.

## **INTERNATIONAL AFFAIRS:**

Our union works around the globe to protect our members' livelihoods and the rights of all working people.



# GOVERNMENT

## CONVENTIONS

The Supreme governing body of the IAM is the Grand Lodge Convention which meets every four years. Delegates are rank and file members elected by the members at the local level.

Basic law of the IAM is embodied in a written constitution voted by elected delegates at the Grand Lodge Convention.

Representation from Local Lodges at IAM conventions is based on the number of members in the local, but to ensure full participation by all the Local Lodges the International pays the transportation of one delegate from each Local Lodge.

## EXECUTIVE COUNCIL

Between conventions the affairs of the union are administered by an elected **Executive Council** which is made up of an International President, a General Secretary-Treasurer and seven General Vice Presidents. All actions by the council must be consistent with Convention actions and the Constitution.

These officers must be members in good standing of the union.

They are elected by referendum vote for a four-year term. They are subject to recall by the membership under provisions of the IAM constitution.

Canadian members nominate and elect their own Canadian Vice President and as well nominate and vote for the International President and General Secretary-Treasurer.

## LAW COMMITTEE

Also elected is a five-member Committee On Law which oversees the presentation of constitutional amendments to the International Convention.

## THE LOCAL LODGE

The Local Lodge is the body which administers and protects the collective agreements, looks after the education and interests of its members and sends delegates to various bodies with which it is affiliated such as the Canadian Labour Congress (CLC), Provincial Federations of Labour and Labour Councils. It collects dues and finances its own operations.

The basic strength of the IAM comes from these Local Lodges which operate under democratic rules. Two or more locals often get together to form a District Lodge, usually based on geography or single employer or industry.

Local Lodge Bylaws are written and voted on at membership meetings. They must be consistent with IAM Constitution.

Local Lodge Officers are elected at membership meetings.

## LOCAL LODGE AUTONOMY – MEMBERS CALL THE SHOTS

In spite of what you might have heard, unions are one of the last champions of true participatory democracy and the IAM is in the forefront of decision-making “from the bottom up”.

At the local level, **ALL** decisions are made by the membership.

The membership is in charge — at the Local, District, National and International level.

Members call the shots. They do it though Local Lodge meetings where all policies, expenditures and decisions are voted on.

The IAM has a long, strong tradition of local autonomy. Sure, leadership is important. And we’re prepared to provide it. But not at the expense of trampling on the aims and aspirations and bargaining goals of our Locals. Members set the bargaining agenda. They ratify the agreements.

## **THE DISTRICT LODGE**

District Lodges were created to serve the needs of Local Lodges in a geographical area or a particular industry where several locals in the region are too small to afford hiring full-time representatives.

By combining into a larger unit as a district, they are able to afford to employ full-time representatives, rent office space and equipment and hire support services.

## **MEMBERS' RIGHTS**

The IAM Constitution guarantees every union member these rights:

- THE RIGHT TO membership regardless of sex, race or national origin.
- THE RIGHT TO attend union meetings and to speak freely.
- THE RIGHT TO nominate members for union office, in the local and the international union.
- THE RIGHT TO vote by secret ballot on nominees for union offices.
- THE RIGHT TO a voice and an vote on proposals for wage increases and improved working conditions to be negotiated with management.
- THE RIGHT TO speak out against any policy or candidate for union office without fear or interference.
- THE RIGHT TO run for any union office.
- THE RIGHT TO a secret ballot vote on any strike action.
- THE RIGHT TO receive strike benefits as outlined in the IAM Constitution.
- THE RIGHT TO receive an accounting of all union finances from the local, district and international union.
- THE RIGHT TO be fully informed on union policy through official publications and circulars.
- THE RIGHT TO propose changes in the IAM Constitution.
- THE RIGHT TO elect local delegates to IAM Conventions, where constitutional changes are voted.

# INTERNATIONAL UNIONS IN AN INTERNATIONAL ECONOMY

We are, as our name implies, an “International” union, and we make no bones about it. We represent workers in both Canada and the United States and each sector has its own autonomy under the Constitution. Just as there is a high degree of Local Lodge autonomy, so is there a profound respect for national autonomy within the IAM.

We regularly use that international association with workers in the United States to our advantage, especially in the new Free Trade environment.

We are also affiliated to the International Metalworkers Federation, the International Transport Federation and the International Federation of Building and Wood Workers, which are world-wide groupings of unions representing workers in industries comparable to ours.

# OUR GOALS

The IAM is committed to the active pursuit of a realistic and legitimate set of goals through collective bargaining and through improved legislation.

## THROUGH COLLECTIVE BARGAINING

- Decent and fair wages which not only rise with living costs but which also allow for increased purchasing power to provide a higher standard of living.
- Equal pay for work of equal value regardless of sex, race or national origin.
- Paid sick leave and life insurance for workers, employer-paid hospital, medical and dental benefits for workers and their families.
- Implementation of the Union shop so that everyone who benefits from the union will be obliged to help support the union.
- A healthy and safe workplace.
- A shorter work week with voluntary overtime.
- Provision of shift differentials.
- Payment of bonuses for hazardous work.
- Job protection through restrictions on subcontracting and employment security to meet the challenges of technological changes.
- Joint apprentice training and retraining on the job.
- Employer-funded, vested, indexed pensions with optional early retirement.
- Severance pay and supplemental unemployment benefits to protect against the consequences of plant closings.
- Employer-paid insurance for worn, broken or stolen equipment and tools.

## **THROUGH LEGISLATION**

- Full employment which will result from an expanding economy, including increased public investment in our industries and services.
- A realistic, legitimate and significant reduction in interest rates.
- Price stabilization through full production and honest price competition.
- Tax reform so that every sector of society pays its fair share. An end to write-offs, deferrals and loopholes for corporations and the wealthy.
- Effective enforcement of Occupational Safety and Health laws and uniform standards for workers' compensation.
- Strict regulations for cleaner environment and development of new energy sources.
- Fair trade programs with other nations which secure and enhance Canadian industries and services and protect and increase Canadian jobs and a withdrawal from the disastrous Free Trade Agreement between Canada and the United States.
- As a parallel to fair trade, establishment of international labour standards.
- Universal union security.
- Publicly owned and operated auto insurance.



# FINANCES

## MEMBERSHIP HAS ITS PRICE – DUES

IAM dues are a reflection of your negotiated basic wage rate.

These dues are established in accordance with the union constitution, by members of a Local Lodge.

Out of these monthly dues, about one-third is paid in per capita to the International, and from that amount, 20 per cent is deposited in the Strike Fund.

The remainder is retained by the Local Lodge for its own purposes which may include affiliation dues to the appropriate Provincial Federation of Labour and District Labour Council.

Affiliation dues to the Canadian Labour Congress are paid by the International Union on behalf of all Local Lodges in Canada.

The per capita to the International goes to pay the salary expense of the officers and staff and for general administrative purposes.

The IAM is unique among international unions because it pays 50 percent of all Business Representatives' and General Chairs' salaries.

Twice a year the international union books are audited by certified public accountants and each lodge is provided a complete and audited statement every six months showing how your dues dollar is spent.

Financial reports on receipts and disbursements are mailed to each Local each month.

District and Local Lodge books are audited semi-annually and the results reported at membership meetings.

## OTHER FINANCIAL MATTERS

Initiation fees and dues are determined by membership vote of each Local, subject to minimum standards set by the delegates at conventions.

Bonding of all financial officers is required by IAM Constitution.  
Careful use of union's funds is the basis of all disbursements.

### **UNION DUES ARE TAX DEDUCTIBLE.**

Transfer agreements are maintained with major unions permitting members to transfer to or from those organizations without payment of initiation fee.

Retirement Cards are issued to retired members at a one-time cost of \$10.00.

Exemption Cards are issued for those partially or wholly disabled members with 30 years or more of continuous membership.

Life Membership Cards with diamond pin are issued for those with 50 years or more consecutive membership.

### **THE DUES GHOST**

One of the greatest misconceptions about international unions is the notion that somehow the Canadian workers' dues dollar disappears into the United States.

Canadian IAM members' dues dollars are, in fact, sent to our International Headquarters in Upper Marlboro – for administrative purposes. Once recorded, the dues cheque is immediately banked in the Royal Bank of Canada in Toronto.

Every nickel of Canadian IAM dues is subsequently used to finance the operations of the IAM in Canada. Period.

### **STRIKES**

IAM negotiators seek settlements, not strikes. Over the past 10 years, IAM negotiators have won fair agreements without loss of a minute's work in 99% of their negotiations. The average member loses one day for every eight years of work.

Under the IAM Constitution, any vote to go on strike must carry by a two-thirds majority.

Strike sanction is granted when labour laws have been complied with and mediation and conciliation services notified.

The IAM Constitution provides strike pay of \$150 a week commencing with the third week of the strike and such payments continue until the strike is over.

In addition to the International Strike Fund each Local Lodge is encouraged to maintain an emergency fund – and most do – to be used to supplement the weekly payments from the International fund.

## **PENSIONS**

**IAM Labour-Management Pension Plan:** Local Lodges negotiate with employers to participate in a jointly-managed pension program financed by employer contributions.

## **SCHOLARSHIPS**

The IAM operates a University/College Scholarship Program – an annual competition for IAM members and their children. The program provides scholarships of \$2,000 a year for members and \$1,000 a year for children of members. Money is contributed by IAM Locals and Districts and by union members.

## **PUBLICATIONS**

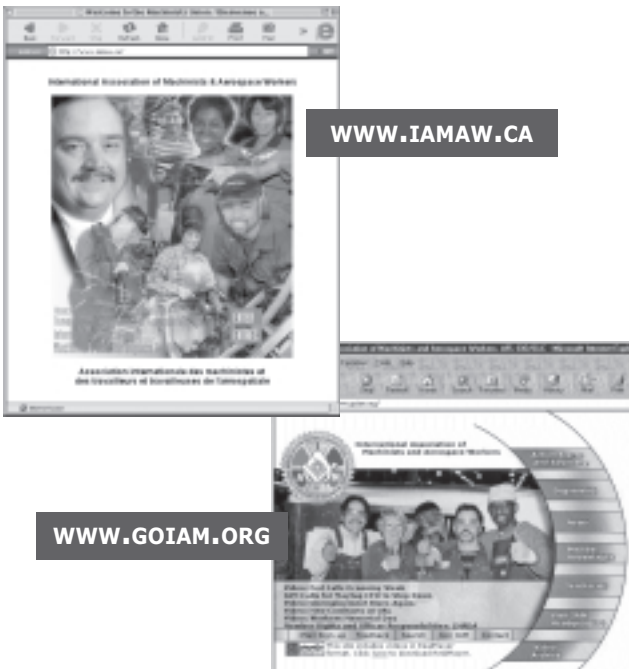
- **IAM Journal** – A triannual publication mailed to all members.
- **IAM Manual for Financial Officers**
- **IAM Manual for Recording Secretaries**
- **IAM Officers Guide**
- **Guide for IAM Safety Committees**
- **Pocket Guide for Shop Stewards**
- **Handy Guide to a Well-Conducted Union Meeting**

- Alcohol and Drug Rehabilitation Program
- Human Rights in the IAM
- AIDS in the Workplace

In addition, the union publishes a wide variety of pamphlets explaining union policies and programmes.

## WEBSITES

The IAM also produces websites from its Canadian and International offices. These websites provide a wealth of information and news about the IAM, the Labour movement and the world in general. Locals, Districts and Provincial Councils are increasingly taking to cyberspace to put out Labour's message. We are also signing up new members through the Web.



# OUR COLLECTIVE CHALLENGE

So, that's the IAM story. We hope you find it credible, challenging and appealing. We hope that within this "Profile" you have found solid, sound reasons to make the determination that your collective welfare will be best served by membership in a Local Lodge of the IAM.

We have highlighted for you a bit of our history, our structure including the importance of our international connection, our goals, our outstanding program of education, the attractive benefits of an elected staff, our professional staff resources, our equitable dues structure, our tradition of local autonomy and open democracy.

The next move is up to you.

# GLOSSARY OF LABOUR TERMS

## WHAT DOES THAT MEAN?

**AFL-CIO:** The American Federation of Labor-Congress of Industrial Organization is an umbrella organization of some 68 national and international unions headquartered in the United States. The AFL-CIO is organized along national, regional, state and local lines.

**Agency Shop:** (See Rand Formula.)

**Agreement:** See Contract.

**Arbitration:** A method of resolving disputes (typically grievances) between the union and the employer through the intervention of a neutral third party – an arbitrator – whose decision is binding and final.

**Bargaining Agent:** A legally-certified union is designated by law as the sole and exclusive bargaining agent for a specific group of employees (the bargaining unit). This legal status is intended to prevent the formation of “company unions” – organizations that pretend to represent the workers but are dominated and controlled by management.

**Bargaining Unit:** A group (or groups) of workers in a craft, department, plant, company or occupation, which the Labour Relations Board has determined is appropriate for representation by a union for the purposes of collective bargaining.

**Black List:** A “do not hire” list compiled and circulated among employers identifying union activists and sympathizers. Black lists are illegal.

**Boycott:** A tactic used by workers and consumers to pressure corporations through a mass refusal to purchase their products or otherwise patronize the business.

**Business Representative (BR, or Business Agent, BA):** This term sounds like it refers to a management person, but it describes an official who conducts union business on a paid, full-time basis.

**Canadian Labour Congress (CLC):** Canada’s national labour federation, representing more than 70 percent of that nation’s unionized workforce.

**Check-off:** A clause in the collective bargaining agreement that authorizes management to automatically deduct union dues or fees from union-represented employees.

**Closed Shop:** The Closed Shop is based on a contract provision requiring that all bargaining unit employees be union members in good standing before they were hired and, often, that they be hired through the union.



**Collective Bargaining:** Direct negotiations between union and company representatives to produce a collective bargaining agreement (CBA, also known as a labour agreement or contract.)

**Company Union:** A sham union, dominated and often organized or inspired by the employer to manipulate the workforce and frustrate attempts to form a genuine union. Used disparagingly.

**Conciliation:** See Mediation and Conciliation.

**Contracting-out:** When a employer hires outside personnel to perform work normally done by company employees, the work is said to be contracted-out or "out-sourced."

**Contract:** A legally-enforced agreement negotiated between a union and employer that spells out the wages, hours and other terms and conditions of employment. Contracts are binding on both parties for a fixed duration (typically three years) and then expire and must be re-negotiated.

**Contract Proposals:** Contract language put forward by the union or the employer and subject to collective bargaining.

**Cost-of-Living Allowance (COLA):** Periodic pay adjustments to compensate workers for changes in the cost of living. COLA is usually geared to changes in the Consumer Price Index (CPI).

**Craft Union:** A union that admits only workers of a particular trade, skill set or occupation (e.g. plumbers, carpenters or electricians).

**District Lodge (DL):** The second-highest organizational structure within the IAM, the District Lodge is typically composed of representatives of several Local Lodges across a given region. (See Local Lodge.)

**Ergonomics:** The science of designing tools and work processes for the comfort and safety of employees to avoid such hazards as back injuries or muscle, tendon and eye strain.

**Executive Council:** The top IAM leadership body, consisting of the International President, General Secretary-Treasurer and seven General Vice Presidents.

**Fringe Benefits:** Non-wage benefits, including paid vacations, pensions, medical and life insurance, whose cost in borne in whole or part by the employer.

**General Secretary-Treasurer (GST):** With the International President (IP), one of the two top officers of the IAM, the GST is responsible for union finances and record keeping

**General Vice President (GVP):** A member of the IAM executive Council responsible for one of four U.S. territories, Canada, the Transportation industry or IAM Headquarters.

**Grand Lodge:** Properly a reference to the IAM Executive Council and the elected, seated IAM Convention delegates, the term often used in reference to the Executive Council or the IAM Headquarters and the various territorial offices. (See Executive Council.)

**Grand Lodge Representative (GLR):** A full-time representative of the IAM Grand Lodge who is assigned by a General Vice President to assist locals and districts in organizing, collective bargaining and other union business.

**Grievance:** A formal complaint alleging and seeking restitution for a violation of the collective bargaining agreement.

**Industrial Union:** A union that organizes on the principle of uniting all workers in an industry “wall-to-wall,” regardless of craft or skill level. (See Craft Union.)

**Informational Picketing:** Patrolling near an employer’s place of business purely for the purposes of informing and educating the public. (See Picketing.)

**International President (IP):** With the GST, one of the top two officers of the IAM, the IP is the union’s chief administrative and judicial officer.

**International Union:** A union with members in more than one country, typically the U.S. and Canada.

**Labour Board:** Labour Relations Board.

**Labour Council:** An organization of AFL-CIO or CLC-affiliated unions in a state or community.

**Local Lodge (LL):** The basic organizational component of the IAM, the Local Lodge is typically composed of union members in one or more shops in a given area.

**Lockout:** A lockout occurs when an employer seeks to force the terms of a settlement by refusing work to employees or shutting down operations.

**Maintenance of Membership:** A provision in a collective bargaining agreement stating that no worker need join the union as a condition of employment, but that all workers who voluntarily join must, as a condition of employment, maintain their membership for the duration of the contract. (See Union Security and Union Shop.)

**Mediation and Conciliation:** A process that attempts to resolve disputes through compromise and voluntary agreement. When negotiations between the union and the employer bog down, mediators (often employed by a government Mediation and Conciliation Service) may agree to act as “go-betweens,” helping the parties find acceptable middle ground.

**Open Shop:** A workplace where some employees in the bargaining unit belong to the union or pay fees and others do not. The union, however, is legally bound to represent all employees, members and non-members, alike. (See Right to Work.)

**Out-Sourcing:** See Contracting-out.

**Per-Capita Tax:** A payment, based on the number of members, from a local lodge to its international union or from a union body to the labour councils or federations with which it is affiliated.

**Picketing:** Patrolling near an employer’s place of business to publicize the existence of a strike or other labour dispute to encourage people to join the

union or to discourage people from working for or doing business with the employer. (See Informational Picketing.)

**Pork Chopper:** An epithet used to describe a full-time union employee who is more interested in drawing a union salary than fighting for the union membership.

**Premium Pay:** Additional pay for work performed on overtime or under particularly difficult, dangerous or undesirable conditions.

**Raiding:** An attempt by one union to induce members of another to defect and join its ranks.

**Rand Formula:** A form of union security whereby an employer deducts a portion of the salaries of all employees within a bargaining unit, union members or not, to go to the union as union dues ("checkoff"). It was named for a decision handed down 29 Jan 1946 by Mr. Justice Ivan RAND of the Supreme Court of Canada while he was arbitrating the WINDSOR STRIKE (12 Sept-20 Dec 1945). The original formula was based on the assumption that the union is essential for all workers and must be responsible for them. Two interrelated provisions following from this assumption guaranteed the union the financial means to carry out its programs, and established the financial penalties for employees and unions engaging in work stoppages or illegal strikes. For employees, these sanctions could consist of daily fines and loss of seniority; for the union, the suspension of union dues. Collective agreements have spread a modified Rand Formula throughout Canada, and some provinces have given it legal force. (In the U.S this is known as an Agency Shop.)

**Re-opener:** A provision allowing the renegotiation of specific portions of a collective bargaining agreement (e.g. wages or medical insurance) prior to the expiration of the entire agreement.

**Right-to Work (Right to Work for Less):** An anti-union law that requires unions to bargain for and represent all employees, while forbidding unions from negotiating contract language to require all represented workers to belong and pay dues to the union. So-called "right to work" laws are in force in some 20 U.S. states. Labour laws in Canada seem to be pointed in this direction.

**Scab:** An epithet used to describe a worker who refuses to join the union, or who crosses a union picket line and takes the job of a striking worker.

**Seniority:** A term used to designate an employee's status relative to other employees in determining the order in which they will be considered for promotion, transfer, lay-off, etc. Most collective bargaining agreements calculate seniority by total length of service with the company, sometimes with consideration for length of service within a particular craft or department.

**Shift differential:** Additional pay for work regularly performed outside normal daytime hours. (See Premium Pay.)

**Shop Steward, or Steward:** A union member responsible for handling problems on the shop floor, including grievances, between the members and management, educating members on union policies and activities; and getting the members involved in the union. The steward is the backbone of the union.

**Strike:** The workers' ultimate weapon, the strike is the concerted withholding of labour from the employer; the refusal of the workforce to continue working for the employer unless certain terms and conditions are met. The strike is usually a tactic reserved for the last stage of collective bargaining, after all attempts to resolve the dispute have failed.

**Trade Union, or Union:** Workers who organize a voluntary association to further their mutual interests with respect to wages, hours, working conditions and other matters of common concern.

**Union Busting:** Efforts by the employer (or lawyers and professional consultants hired by the employer) to make workers to lose faith in, quit or refuse to join unions.

**Union Label, or Union Bug:** A stamp, emblem or other mark affixed to a product to certify it was made by union labour.

**Union Security:** Provisions in the contract designed to ensure that all represented employees pay their fair share of the costs of collective bargaining services. (See Agency Shop; Closed Shop; Maintenance of Membership and Union Shop.)

**Union Shop:** A contract provision requiring every worker covered by the collective bargaining agreement to become and remain a member of the union as a condition of employment or to pay an equivalent fee. (See Agency Shop.)

**Work-to-Rule:** A tactic used by workers to pressure management by scrupulously adhering to the letter of all company rules, safety regulations, contractual provisions, laws and other relevant procedures.

**Yellow Dog Contract:** Now illegal, a Yellow Dog Contract is an agreement between an employer and an employee in which the employee pledges, as a condition of employment, not to join a union.

**FIN**



# PROFILE *of the* IAM



**INTERNATIONAL ASSOCIATION OF MACHINISTS  
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