

Welcome to TCU/IAM



We're a transportation union that represents the interests of thousands of men and women working for railroads (both freight and passenger), transit authorities, intermodal operators and other companies moving goods and people from one end of our nation to the other. We are a part of the International Association of Machinists (IAMAW) and the AFL-CIO. You can learn more about TCU/IAM by visiting our website, www.tcunion.org.

We want to make sure that you are properly enrolled as a TCU/IAM member so please fill out the enclosed membership application. Once you join, you'll receive a membership card and information about member benefits. You should be aware that membership in the Union is voluntary. However, those electing not to become Union members are still required under a Union security agreement with your employer, if applicable, to pay the equivalent of dues, fees and assessments. (Union security agreements are not applicable in the public sector.) As explained on the back of this form, nonmembers may reduce these payments by objecting to expenditures on activities deemed not germane to collective bargaining. When you consider all of the rights and benefits the union provides and protects on your behalf, it's easy to see why we think it is only fair that every employee become a member - because all of us benefit from the hard-won collective bargaining agreement. And only union members may exercise membership rights such as the right to attend union meetings, hold union office and vote for officers and contract ratifications. These rights are explained in further detail on the back of this form.

Please take a few minutes now to complete each of the forms you'll find in this packet.

- The first form is a three-part Membership Application. To ensure that all pages are legible, please use a ball point pen. The yellow copy is yours, and the back contains important information about your rights and responsibilities concerning Union membership. You should retain the yellow copy for your records.
- The second form is a single blue sheet authorizing your employer to automatically deduct the appropriate dues, fees and assessments.
- The third form is a single yellow sheet enabling you on a voluntary basis to contribute to the Machinists Non-Partisan Political League (MNPL) - our Union's political action committee. MNPL reinforces grassroots activism by helping responsive lawmakers protect and expand key legislation such as the Family Medical Leave Act, Railroad Retirement and Social Security, as well as other laws that protect workers and their families.

Please return your completed forms to the Union representative who gave them to you or mail them to: IAMAW, Membership Records Department, 9000 Machinists Place, Upper Marlboro, MD 20772-2687. Once again, welcome to TCU/IAM, whose officers look forward to working with you, and for you, in the future.

NOTICE TO EMPLOYEES SUBJECT TO IAM SECURITY CLAUSES

Employees working under collective bargaining agreements containing union security clauses are required, as a condition of employment, to pay amounts equal to the union's monthly dues and applicable initiation and reinstatement fees and, for those under the Railway Labor Act, assessments. This is their sole obligation to the union, regardless of the wording of the clauses. Individuals who join the IAM as members pay monthly dues and applicable fees. For individuals who decide not to be members, such amounts represent "agency fees" for their receipt of representation services. In the public sector, nonmembers can elect to pay their fair share of the costs of collective bargaining by paying the agency fees, or they have the right to pay no fees. Initiation refers to the fee that is collected when a member or nonmember first becomes subject to a security clause or begins paying dues or fees. Reinstatement refers to the fee that is collected when a member or nonmember falls two months behind in satisfying their monthly obligation.

Nonmembers also have a right to file objections to funding expenditures that are "nongermane to the collective bargaining process" by following the procedures set forth below. Individuals should be aware that the union security clause contained in their collective bargaining agreement was negotiated by their fellow employees so that everyone who benefits from the collective bargaining process shares in its cost. The working conditions of all bargaining unit employees are improved immeasurably when the union gains higher wages, better health care and pensions, fairness in the disciplinary system, over-time pay, vacations, and many other improvements in working conditions at the bargaining table. And while individuals may choose to meet their financial obligations as nonmember agency fee payers, before electing agency fee payer status, individuals should be aware of the additional benefits of union membership they will give up. Among the many opportunities available to IAM members are the right to attend and participate in union meetings; the right to nominate and vote for candidates for union office and the right to run for union office; the right to participate in contract ratification and strike votes; the right to participate in the formulation of IAM collective bargaining demands; the right to run for delegate to the International Union convention; the right to participate in the development and formulation of IAM policies; the right to enjoy the benefits provided by the Union Plus Program, including low cost phone service, discounted shopping, low interest credit cards, life insurance, legal and travel services; the right to benefit from the IAM's hardship assistance in times of natural disasters, scholarship opportunities for family members, and access to the IAM's Free College program.

Individuals who nevertheless elect to be nonmember agency fee payers may object to funding expenditures nongermane to the collective bargaining process and support only chargeable activities. Examples of expenditures germane to the collective bargaining process for which objectors may be charged are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employer and union representatives; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration; and litigation related to the above activities. Expenditures from the union's strike fund are chargeable because nonmembers have the same right to strike benefits as members if they meet the applicable requirements.

Expenditures nongermane to the collective bargaining process and, thus, nonchargeable to objectors, are those which are not directly related to collective bargaining such as those made for efforts on behalf of retirees, for general organizing activities; for general community services; for certain affiliation costs; and for legislative activities.

IAM objectors must file objections in accordance with the following procedures:

1. Beginning on November 1, 2019 and ending on November 30, 2019, or during the first 30 days in which an objector is required to pay agency fees to the union, that objector may request that their initiation fee, if applicable, and monthly fee payment be reduced so that they are only bearing the costs of chargeable activities. Agency fee reductions will be based on prior audited figures of the IAM Grand Lodge and on a sample of prior audited figures from the IAM's District and Local Lodge levels. For the calendar year 2020, the percentage reduction in monthly Grand Lodge per capita payments will be 27.87 percent, plus a 12.81 percent reduction in district lodge per capita and a 25.81 percent reduction in local lodge fees. For objectors represented by TCU/IAM lodges, there will be a reduction during calendar year 2020 of 27.87 percent in Grand Lodge per capita and a reduction of 12.81 percent in the remainder.

2. A request must be in the form of a letter, signed by the objector and sent to the General Secretary-Treasurer of the International Association of Machinists and Aerospace Workers, 9000 Machinists Place, Upper Marlboro, MD 20772-2687, postmarked during the period described in paragraph 1 above. The request shall contain the objector's home address, employer, and local lodge number, if known.

3. Upon receiving a proper request from an objector, the General Secretary-Treasurer shall notify such objector that the request is perfected and provide a summary of major categories of expenditures showing how the reduction is calculated. The Grand Lodge maintains an escrow account that contains sufficient monies to cover any challenges to expenditures that may reasonably be in dispute.

4. Upon receiving the General Secretary-Treasurer's notice of the calculation of chargeable expenditures, an objector shall have 30 days to file a challenge with the General Secretary-Treasurer if the objector has reason to believe that the calculation of chargeable activities is incorrect.

5. If an objector chooses to challenge the calculation of the advance reduction, there shall be an expeditious appeal before an impartial arbitrator chosen through the American Arbitration Association's (AAA) Rules for Impartial Determination of Union Fees.

a. Any and all appeals shall be consolidated and submitted to the AAA. The presentation to the arbitrator will be either in writing or at a hearing, as determined by the arbitrator. If a hearing is held, any objector who does not wish to attend, may submit their views in writing by the date of the hearing, or may participate by telephone. If a hearing is not held, the arbitrator will set the dates by which all written submissions will be received and will decide the case based on the evidence submitted.

b. The IAM shall pay the costs of the arbitration. Challengers shall bear all other costs in connection with presenting their appeal (travel, witness fees, lost time, etc.). Challengers may, at their expense, be represented by counsel or other representative of their choice.

c. A court reporter shall make a transcript of all proceedings before the arbitrator if a hearing is held. The transcript shall then be the official record of the proceedings.

d. The union shall bear the burden of justifying their calculations.

e. The union shall be bound by the decision of the arbitrator.

6. Objectors may choose to renew their requests for an advance reduction annually in compliance with the above-described procedures, or they may indicate in their letter to the General Secretary-Treasurer that they want their objection to be treated as continuing in nature.

7. A person who was a member of the IAM at the time set forth in paragraph 1, but who subsequently resigns from membership, may request objector status for the remainder of the year. Said former member may, within the first thirty days after the effective date of resignation, write to the IAM General Secretary-Treasurer, as set forth in paragraph 2.



TRANSPORTATION COMMUNICATIONS UNION/IAM Membership Application

(Please Print Clearly)

Name _____
(First) (Middle) (Last)

Address _____
(Street Address) (City) (State) (Zip Code)

Telephone Number (H) _____ (C) _____ Email _____

Last 4 of SSN# _____ Date of Birth _____ / _____ / _____
(Month) (Day) (Year)

Male ☐ Female ☐ Previous TCU/IAM Membership? Yes ☐ No ☐ Previous Employer and/or TCU/IAM Lodge # _____

Date Entered Service (New Hire) _____ / _____ / _____ Returned to Service (Reinstatement) _____ / _____ / _____
(Month) (Day) (Year) (Month) (Day) (Year)

Employer and Occupation _____ Employee ID# _____
(Payroll Classification)

Signature _____ Date _____
(Applicant)

(FST: COMPLETE BOTTOM PORTION AS FULLY AS POSSIBLE BEFORE DISTRIBUTING TO MEMBER & GRAND LODGE)

TCU/IAM Unit # _____

TCU/IAM Lodge # _____ Employer Name and # _____
(Contact Grand Lodge for Assistance if Needed)

Craft _____ Agreement Name and # _____
(Contact Grand Lodge for Assistance if Needed)

Select One: ☐ New Member (Not Previously Initiated) ⇨ Does a 60-Day Union Shop Agreement & Initiation Fee Apply? Yes ☐ No ☐

If no, indicate terms _____

or ☐ Reinstatement of Membership ⇨ Withdrawal Card Previously Issued? Yes ☐ No ☐
(Previously Initiated, Retaining Seniority, Required to Make Application and Pay Dues Upon Return to Service)

Date Required to Make Application & Begin Paying Dues ⇨ _____ / _____ / _____
(For Reinstating Members, Use Date Returned to Service) (Month) (Day) (Year)

Signature _____ (FST) _____ (Date)

White Copy to Grand Lodge / Pink Copy to Lodge / Yellow Copy to Member



INDIVIDUAL AUTHORIZATION FORM FOR DEDUCTION OF FEES, DUES AND ASSESSMENTS

I voluntarily and knowingly assign to the Transportation Communications Union/IAM (TCU/IAM) that part of my wages necessary to pay my monthly union dues, fees and assessments (not including fines and penalties) as reported to employer _____ by the officer of TCU/IAM as provided in the Agreement entered into by and between TCU/IAM and the Company.

I voluntarily and knowingly consent to and authorize my Employer to deduct from my wages and forward to the Union monthly membership dues or an equivalent service fee; and any required initiation or reinstatement fee as set forth in the collective bargaining agreement between the Employer and the Union and the Constitution/By-Laws of TCU/IAM. I give this consent regardless of whether I am required to pay dues or fees as a condition of my employment under the law. This authorization shall be irrevocable for one (1) year or until the termination of the collective bargaining agreement between my Employer and the Union, whichever occurs sooner. I agree that this authorization shall be automatically renewed for successive one (1) year periods or until the termination of the collective bargaining agreement, whichever is the lesser, unless I revoke it by giving written notice to the Union not more than twenty (20) and not less than five (5) days prior to the expiration of the appropriate yearly period or contract term. I expressly agree that this authorization is independent of, and not a quid pro quo, for union membership, but recognizes the value of the services provided to me by the union. It shall continue in full force and effect even if I resign my Union membership, except if properly revoked in the manner prescribed above.

I understand it is my responsibility to ensure that this authorization is properly revoked if I should no longer be in a position covered by the TCU/IAM collective bargaining agreement.

Signature

Printed Name

Street Address

City

State

Zip Code

Position Title/Location

Employee ID #

TCU/IAM Lodge Number

Date

MACHINISTS NON-PARTISAN POLITICAL LEAGUE

Political Action Wage Deduction Authorization Form

I, _____, _____ hereby
(Print Name of Employee) (Employee ID or Social Security No.)

authorize and direct _____ to deduct from my wages each
(Employer or Company)
month the sum of \$ _____ and forward this amount to the Treasurer of the Machinists
Non-Partisan Political League at 9000 Machinists Place, Upper Marlboro, MD 20772.

I have executed this wage deduction authorization voluntarily without any coercion, duress, or intimidation and none of the monies deducted are a part of my dues or membership fees to the union. This authorization and the making of payments to MNPL are not conditions of membership in the Union or of employment with the company and I understand that the money will be used by MNPL to make contributions and expenditures in connection with Federal Elections. The decision whether to contribute to MNPL or the amount of the contributions will not result in members being favored or disadvantaged and members may refuse to contribute without reprisal. This authorization shall remain in full force and effect until revoked in writing by me. I also understand that my contributions or gift to MNPL is not deductible as a charitable contribution for federal income tax purposes.

(Signature)

Date

Street Address

City

State

Zip Code

Position Title/Location

TCU/IAM Lodge Number

TCU/IAM will process this form directly with the Employer. You may email, fax or send this form via U.S. mail.

U.S. mail: William DeCarlo, TCU/IAM Vice President & National Legislative Director, 3 Research Place, Rockville, MD 20850.

Email: gonzalezs@tcunion.org

Fax: 301-330-7673