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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 now 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.tcuunion.org.

In the near future, you'll be receiving a membership card and information about member benefits. In the meantime, we want to make sure that you are properly enrolled as a TCU/IAM member. 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. Non-members may reduce these payments by objecting to expenditures on activities deemed not germane to collective bargaining. Only Union members may exercise membership rights such as the right to attend union meetings, hold union office and to vote for officers and contract ratifications. These rights are explained in further detail on the back of the attached application form.

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

- ① 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 on the back it explains the rights and responsibilities of Union membership. *You should retain the yellow copy for your records.*
- ② The second form is a single blue sheet authorizing your employer to automatically deduct the appropriate dues, fees and assessments.
- ③ 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.

Instructions

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.

We ask for \$5.00 monthly on a voluntary basis. This is for keeping our benefits such as matching 401k, 60-30 retirement, low cost medical, etc...

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. Initiation refers to the fee that is normally collected when a member or nonmember first becomes subject to a security clause. Reinstatement refers to the fee that is normally collected when a member or nonmember falls two months behind in satisfying his or her monthly obligations.


Nonmembers also have a legal right to file objections to funding expenditures that are "nongermane to the collective bargaining process." Nonmembers who choose to file such objections should follow the procedures set forth below. When considering these matters, 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, overtime 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; and the right to enjoy the many benefits of the Union Privilege Benefits Program, including low-interest union credit cards, prescription drug cards, life insurance, legal and travel services.

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.

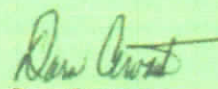
Expenditures nongermane to the collective bargaining process and, thus, nonchargeable to objectors, are those which are not directly related to collective bargaining. Examples of such expenditures are those made for efforts on behalf of retirees, for general organizing activities; for general community 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, 2017 and ending on November 30, 2017, or during the first 30 days in which an objector is required to pay agency fees to the union, that objector may request that his/her initiation fee, if applicable, and monthly fee payment be reduced so that he/she is 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 2018, the percentage reduction in monthly Grand Lodge per capita payments will be 32.23 percent, plus a 15.96 percent reduction in district lodge per capita and a 21.72 percent reduction in local lodge fees. For objectors represented by TCU/IAM lodges, there will be a reduction during calendar year 2018 of 32.23 percent in Grand Lodge per capita and a reduction of 15.96 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 he or she 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 his/her 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 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.



Robert Martinez Jr.
International President



Dora Cervantes
General Secretary-Treasurer



TRANSPORTATION COMMUNICATIONS UNION/IAM Membership Application

(Please Print Clearly)

Name _____
(First) (Middle) (Last)

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

Telephone Number _____ Email Personal Preferred

Social Security # _____ 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)

*I Complete Below **

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

TCU/IAM Unit # 501

TCU/IAM Lodge # 5101

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

Craft ARSA

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

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

If no, indicate terms _____

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

Date Required to Make Application & Begin Paying Dues (For Reinstating Members, Use Date Returned to Service) \Rightarrow _____
(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 hereby 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 the Union (TCU/IAM) as provided in the Agreement entered into by and between the Union (TCU/IAM) and the Company; and I hereby authorize the Company to deduct from my wages all such sums and to pay them over to the National Secretary-Treasurer or other designated officer of the Union (TCU/IAM).

This authorization may be revoked by the undersigned in writing as provided for in the applicable Union Shop Deduction Agreement. 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.

Name (Signature)

Name (Please Print)

Street Address

City

State

Zip Code

Position Title/Location

Employee ID# or SSN

TCU/IAM Lodge Number

Date

MACHINISTS NON-PARTISAN POLITICAL LEAGUE

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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: Ron Kloos, TCU/IAM Vice President & National Legislative Director, 3 Research Place, Rockville, MD 20850.

Email: kelaherw@tcunion.org

Fax: 301-330-7673