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As revised and amended by the 37th Regular TCU/IAM Convention
August 2026



PREAMBLE

Unity, guided by intelligence, is a bulwark of strength that can withstand all attacks. Without intelligent organization we cannot acquire the discipline which enables us to act together, concentrate our strength and direct our efforts toward a common purpose.

Therefore, for the purpose of promoting such unity of action, for our mutual protection and to advance the general welfare of its existing members as well as any newly organized employees, the organization known as the Transportation • Communications Union/IAM (TCU/IAM) has been established.

The National Convention, possessing original and exclusive jurisdiction, is the source of all true and lawful authority and is the legislative and judicial head of the National Union; is vested with full power and authority to enforce upon its membership a strict adherence to the laws and regulations as stipulated herein, and which are hereby declared to be the Constitution/By-Laws of the National Union and Statues for the Government of Lodges of the Transportation • Communications Union/IAM (TCU/IAM).

CONSTITUTION/BY-LAWS OF THE NATIONAL UNION
Transportation • Communications Union/IAM

ARTICLE 1

NAME

Section 1. This Organization shall be known by the name of the Transportation • Communications Union/International Association of Machinists & Aerospace Workers (TCU/IAM).

Location of Headquarters

Section 2. The principal office and headquarters shall be at Rockville, Maryland, or as specified by the Executive Council.

ARTICLE 2

NATIONAL CONVENTION

Section 1. The sovereign body of the Union shall be called the National Convention and will have absolute and exclusive jurisdiction over all matters pertaining to the Union; it is the true and legitimate source of all authority, the final resort of appeal, and there is no power vested in any officer, committee or body of members, except in convention assembled, to repeal, alter or change its law and decisions except as hereinafter provided.

Personnel

Section 2. The National Union shall consist of a National President, National Secretary-Treasurer, four (4) National Vice Presidents, who shall constitute the Executive Council, and delegates, as hereinafter provided, all of whom shall be entitled to a voice and vote on all matters coming before the sovereign body except as otherwise provided by applicable law. *NOTE: For convention purposes, the Carmen Division's Assistant General President and General Vice Presidents shall have the same rights and privileges as a National Officer.

ARTICLE 3

OFFICIAL SEAL

Section 1. The Official Seal of the National Union will be circular in form and shall bear the inscription Transportation • Communications Union/IAM (National Union).

Section 2. The seal shall be affixed to all official documents, circulars and papers emanating from the National Union and its Executive Officers, and will be recognized as legal when published thereon.

ARTICLE 4
EMBLEM

Section 1. The emblem of the Union shall be: On a blue circular background, in large white block letters, “TCU”, encircled by three large overlapping gold arrows, outlined in red, moving in a counter-clockwise direction; across the top of the emblem, in white, shall be “TRANSPORTATION • COMMUNICATIONS UNION/IAM” and at the bottom of the emblem, in white, shall be “AFL-CIO, CLC.”

ARTICLE 5
CONSTITUTION/BY-LAWS

Section 1. There shall be one form of Constitution/By-Laws of the National Union and Statutes for the Government of Lodges, which shall be the law by which each member and all Local Lodges shall be governed and a copy thereof will be furnished each member upon written request.

Section 2. (a) It is the obligation and responsibility of every officer, Local Lodge and member to comply with the Constitution/By-Laws and Statutes for the Government of Lodges of this Union and the orders of its proper officers when in conformity therewith; and they shall refrain from any conduct that tends or is designed to interfere with the performance of the legal or

contractual obligation of the National Union or any Local Lodge, to defeat or subvert the lawfully declared and established policies and objectives of the National Union, or to defame the National Union, or any officer, Local Lodge, or member thereof. The sanctity of the obligation shall at all times be strictly adhered to and preserved.

(b) Any member who advocates, encourages or affiliates with any organization with a purpose dual to that of the Union shall be deemed to be guilty of conduct unbecoming a member of the Union and shall be subject to discipline including, but not limited to, expulsion.

(c) No officer, member or Local Lodge of this Union may resort to any Court of Law or Equity or other civil authority either as parties' plaintiff or for the purpose of securing an opinion or decision in connection with any alleged grievance or wrong concerning any case in controversy arising within the organization or under its law, until such officer, member or Local Lodge first shall have exhausted all remedies by appeal or otherwise provided herein, not inconsistent with applicable law, for the settlement and disposition of such alleged rights, grievances or wrongs.

Section 3. The influence or sympathy of the Union as a body shall never be enlisted or used in favor of any religious organization. No member is permitted to discuss in meetings of this Union religious matters unrelated to

Federal or State Law, grievances, rules or working conditions or criticize the religious belief of any member.

Section 4. (a) The National Union, Local Lodge, and any other body of this Union shall not use its funds, facilities, equipment, supplies or personnel to promote the candidacy of any member seeking election to Union office. The Union's official logo shall not be used on the campaign literature of any candidate.

This prohibition applies only to the use of Union funds and facilities to promote the candidacy of members running for Union office. It does not include expenditures of Union funds for notices, factual statements and other expenses necessary for the holding of the election.

(b) Candidates for National Union, Local Lodge, or other Union office desiring to have campaign literature mailed at their own expense may file a written request with the National Secretary-Treasurer.

Upon receipt of such a request, the National Secretary-Treasurer shall arrange for the mailing and bill the candidate for all costs which shall include postage, supplies, labor and copying.

(c) No funds or facilities of an employer may be contributed or applied to promote the candidacy of any person.

Section 5. (a) A member of this Union in good standing shall be current in the payment of all dues, initiation fees, readmission fees, fines, or other fees and assessments.

(b) An individual who has withdrawn from membership and is either an agency fee payer or a dues objector payer, as a non-member, is ineligible to, among other things, attend Union meetings, run for Union office, vote in Union officer elections or vote on dues, grievance or ratification matters.

(c) Members holding positions outside the scope of the Union's Rules Agreement, not paying dues to TCU/IAM pursuant to a Union Shop Agreement but, rather, paying a fee equal to full dues and assessments for the purpose of retaining seniority, shall not be permitted to attend Union meetings, run for Union office, vote in Union officer elections or vote on dues, grievance or ratification matters.

ARTICLE 6

REPRESENTATION TO NATIONAL CONVENTION

Election of Convention Delegates

Section 1. (a) All Lodges shall be entitled to elect one (1) Delegate and one (1) Alternate. The Delegate to have the voting power of the Lodge electing him based on one (1) vote for the first one hundred (100) members and one (1) additional vote for each additional one hundred (100) members or major

fraction thereof. The size of the Lodge is determined by taking the number of members, as defined in Article 25, Sections 2(a), (b) and (d), in good standing as of September 30 last preceding the National Convention.

(b) The Chairperson of the Local Protective Committee of Lodges shall be the Delegate to the National Convention. The Chairperson of the Local Protective Committee-Delegate shall be nominated and elected in accordance with the Statutes for the Government of Lodges. Such Lodges shall also elect an Alternate Delegate to the Convention in the same manner and at the same time the Chairperson of the Protective Committee-Delegate is elected. The Alternate Delegate shall only become the Delegate to the National Convention if a duly elected Chairperson of the Protective Committee-Delegate including those elected to interim vacancies, cannot for any reason attend the National Convention.

(c) Western Railway Supervisors Association (“WRSA”) Lodges are not subject to Section 1 above. WRSA Local Lodges shall be entitled to participate in the election of Delegates-and Alternates at-Large representing the combined membership of all WRSA Lodges with less than 100 members. The pooled WRSA Lodges shall be entitled to one (1) Delegate for the first one hundred (100) or less members and one (1) additional Delegate for each additional one hundred (100) members, or major fraction thereof. Each such

Delegate-at-Large shall be entitled to one (1) vote.

Protests

Section 2. Members may protest the election of Convention Delegates and Alternates as set forth in Article 4, Section 3(b) of the Statutes for the Government of Lodges.

Qualifications of All Delegates and Alternates

Section 3. (a) No member shall be eligible for nomination and election as Delegate or Alternate unless he has been a member of the Union in good standing continuously for one (1) year immediately preceding the date of his nomination. In addition, he must have met his full dues obligation for the preceding year and must continue to do so for his term of office. He must actually be employed forty (40) hours or more in each calendar month on a position that is fully covered by the working Rules Agreement, or exclusively employed by the National Union or Local Lodge and must have been so employed continuously for at least ninety (90) days immediately prior to the date of his nomination. No member may be nominated for Delegate or Alternate who is indebted to the Lodge for more than current month's dues or assessments. Qualifications specified herein must be retained for term of office. (Employed continuously shall be construed as: (i) the receiving of any compensation or payment in lieu thereof from an employer subject to

TCU/IAM agreements, the National Union or Lodge, (ii) receiving benefits based on such service, (iii) a person who has a discharge grievance pending, (iv) temporary sickness or layoff not exceeding thirty (30) days for which compensation or benefits are not paid, (v) not working because of a bona fide labor dispute, (vi) not working because of navigation conditions or seasonal operations.)

The National President may make exceptions for members who are unable to meet these qualifications.

(b) The one (1) year clause, referred to in the preceding paragraph, shall not apply to newly organized Lodges during the first year of their existence; however, no member hereunder shall be eligible for nomination and election as Delegate or Alternate until sixty (60) days after admission into the Union.

National Representative-Delegate Representation

Section 4. (a) National Representatives shall be Delegates to the Convention with one (1) vote; except such Delegates shall not vote for election of National Officers or for matters involving dues or assessments.

(b) Any National Representative who is also an elected Local Chairperson-Delegate shall attend the National Convention as a Local Chairperson-Delegate.

Compensation for Delegates

Section 5. (a) The mileage, compensation and expense allowance of each Delegate going to and returning from the meeting place of the National Convention and while attending each regular session of the Convention, shall be determined by said Convention; provided, however, that such mileage shall in each case be computed via the most direct ticketing route from the Delegate's place of residence to the Convention city and return.

(b) Such mileage, expenses and per diem allowance shall be paid out of the Convention Fund Account.

ARTICLE 7

SESSION OF NATIONAL CONVENTION

Regular

Section 1. Effective in 2014, the Regular Convention of the National Union shall be held once every four (4) years in the month of June, July or August at such place and time on such date as may be designated by the Executive Council, giving first consideration to three cities recommended by the previous Convention.

Quorum

Section 2. (a) Twenty-five percent (25%) of the Delegates eligible to

attend a National Convention shall constitute a quorum for the transaction of business.

(b) After two (2) days from the time fixed for convening a regular session, should no quorum appear, the session shall be adjourned sine die.

National Convention Appointments

Section 3. The following shall be appointed by the National President: Chaplain, Sergeant-at-Arms and Assistants, Inner and Outer Guards, and Tellers. Each of these, except Outer Guards, must be Delegates. Outer Guards will be limited to no more than 15% of the total number of official Delegates to the Convention.

Section 4. The following Committees shall be appointed by the National President subject to ratification by the Convention:

- (a) Committee on Constitution/By-Laws.
- (b) Committee on Credentials.
- (c) Committee on Rules, Order of Business, Ritual and Appeals.
- (d) Committee on Finance, Salaries, Mileage and Per Diem.
- (e) Committee on Petitions and Resolutions.
- (f) Additional committees may be appointed by the National President as determined by him for the orderly transaction of the business of the

Convention.

No Delegate shall be eligible to serve on more than one committee during the entire session of the Convention.

Duties

Section 5. The Chaplain shall open all sessions of the National Convention.

Section 6. The Sergeant-at-Arms and Assistants shall maintain order while the Convention is in session and perform such other duties as may be required by the National President.

Section 7. The Inner Guard shall attend to the inner door of the Convention during its sessions, and permit no one to enter or retire except in accordance with the usages of the Union.

Section 8. The Outer Guard shall securely guard the outer door and permit no one to enter without examination and receiving the required evidence of good standing.

Duties-Committee on Credentials

Section 9. It shall be the duty of the Committee on Credentials to examine into the standing of all Lodges, the regularity of the credentials of Delegates and the right and title of said Delegates to representation in the National

Convention, and to hear all appeals as to seating of Delegates. It shall report its findings and recommendations to the Convention.

Section 10. Delegates or Alternates elect, as reported by the Credentials Committee, shall be seated by action of the Convention and shall be a body competent to transact business.

Section 11. Should a protest be filed against the seating of any Delegates, or Alternates, the National Convention, as temporarily organized, shall immediately dispose of all such cases.

Order of Business

Section 12.

1. Call to order by the National President.
2. Report of Committee on Credentials.
3. Appointment of Committees.
4. Report of Committee on Rules, Order of Business, Ritual and Appeals—
First Report-Convention Rules.
5. Reading of Communications.
6. Reports of Committees:
 - (a) Constitution/By-Laws,
 - (b) Rules, Order of Business, Ritual and Appeals—Second Report-
Appeals to Convention,

- (c) Petitions and Resolutions,
- (d) Finance, Salaries, Mileage and Per Diem,
- 7. Unfinished Business.
- 8. New Business.
- 9. Election of Officers.
- 10. Installation of Officers.
- 11. Miscellaneous.

Robert's Rules of Order shall be the recognized guide of the National Convention and all Local Lodges where the Constitution/By-Laws does not cover.

Section 13. All general expenses incurred in conducting any convention, including printing expenses incidental thereto, shall be paid from the Convention Fund.

ARTICLE 8

DUTIES OF CONVENTION COMMITTEES

Committee on Constitution/By-Laws

Section 1. It shall be the duty of the Committee on Constitution/By-Laws to examine all proposed amendments to the Constitution/By-Laws of the National Union, Statutes for the Government of Lodges and such other matters as may be properly referred to it by Lodges, Delegates and National Officers, and report its recommendations to the Convention. The Committee on Constitution/By-Laws shall have authority to propose amendments to the Constitution/By-Laws and the Statutes for the Government of Lodges, provided the Delegates to the Convention are furnished a copy of any such proposal.

Committee on Rules, Order of Business, Ritual and Appeals

Section 2. It shall be the duty of the Committee on Rules, Order of Business, Ritual and Appeals to formulate rules for the guidance of the National Convention. It shall also receive proposed alterations and additions to the ritual and make a report of its recommendations to the Convention. It shall handle all matters on Appeals properly referred to it; hear all evidence or testimony offered by each interested party or by their counsel, provided

counsel is a member of the Union. The Committee's report to the Convention shall set forth the salient points of the case and recommend the action to be taken.

Committee on Petitions and Resolutions

Section 3. It shall be the duty of the Committee on Petitions and Resolutions to handle all matters properly referred to it, to formulate resolutions on such matters and report them to the Convention with its recommendations.

Committee on Finance, Salaries, Mileage & Per Diem

Section 4. It shall be the duty of the Committee on Finance, Salaries, Mileage and Per Diem to inquire into the financial condition of the Organization, to make recommendations for its benefit, to recommend the amount of salary to be paid the National Officers, to pass upon all claims made for mileage and per diem allowance by the Delegates and to report their findings to the National Convention.

Section 5. All Convention Committees shall meet at the time and place designated by the National President.

Petitions and Resolutions

Section 6. Petitions and resolutions to be considered by the Convention may be submitted only by Lodges, Delegates and National Officers. Each petition or resolution shall be in writing, confined to one subject and filed with the National President on or before April 15 next preceding each National Convention. Copies of all such proposals shall be published and distributed to all Delegates on or before thirty (30) days prior to the Convention.

Proposed Amendment to the Constitution/By-Laws

Section 7. Proposed amendments to the Constitution/By-Laws and Statutes for the Government of Lodges may be submitted only by Lodges, Delegates and National Officers. Each proposed amendment shall be in writing, confined to one subject and filed with the National President on or before April 15 next preceding each National Convention. Copies of all such proposals shall be published and distributed to all Delegates on or before thirty (30) days prior to the Convention. Copies shall be supplied the Committee on Constitution/By-Laws immediately on convening. The Committee will consider and report to the Convention its recommendations on all proposals submitted.

ARTICLE 9

DUTIES OF NATIONAL UNION

Section 1. It shall establish Local Lodges throughout the United States and elsewhere as appropriate.

Section 2. It shall establish a Ritual, and shall change, alter and amend same when deemed necessary to provide for its security and the uniform dissemination of its teachings.

Section 3. It shall print and furnish all Charters, Rituals, Cards and forms necessary for uniformity throughout the Union.

Section 4. It shall provide revenue to meet its expenses through membership dues, fees, and assessments; and will furnish, free of charge to Lodges, supplies such as Constitutions/By-Laws, report blanks to be made to the National Union and application blanks for membership.

Section 5. The government of all Lodges shall be vested in this National Union as the supreme head of all Lodges under its jurisdiction. It shall have the authority to determine the customs and usages in regard to all matters relating to the Union.

ARTICLE 10

ELECTION-NATIONAL OFFICERS

Section 1. The National President shall be elected on one (1) ballot; the National Secretary-Treasurer shall be elected on one (1) ballot; three (3) National Vice Presidents at-large shall be elected on one (1) ballot; by the National Convention at its regular session. The fourth National Vice President shall be elected by the Carmen Division in accordance with Section 2 of this Article.

Terms of office to commence on September 1, following each regular Convention.

Section 2. As set forth in the Carmen Division By-Laws and the Carmen Merger Agreement, the Carmen Division President shall automatically, by virtue of holding that office, be a National Vice President. Carmen members are not eligible to be candidates for election to the remaining at-large National Vice President Offices.

Section 3. To be eligible for election, all candidates must be members of this Union in good standing, and must actually be employed in service over which the Union claims jurisdiction, or employed exclusively by the National Union or any Lodge and must have been so employed continuously, (as defined in Article 6, Section 5(a) of the Constitution/By-Laws of the National

Union), for a period of not less than four (4) years immediately preceding the date of the Convention at which they seek office. In addition, they must have met their full dues obligation for the preceding year and must continue to do so for their term of office.

Section 4. All elections shall be conducted by secret ballot; ballots shall show only the voting strength of Delegates, names of candidates and office for which nominated. "Write-in" votes are not permissible. Proper space shall be provided in upper right hand corner for record of voting strength. A secret ballot need not be conducted where nominees are unopposed.

Section 5. The National President shall appoint a sufficient number of tellers to receive and count the votes; a majority of all votes cast shall be necessary to elect and should there be no choice on the first ballot, the candidate receiving the lowest number of votes or less than ten percent (10%) of the total votes shall be dropped and so on with each succeeding ballot, until the choice is made. Any ballot that does not carry a vote for three (3) National Vice Presidents at-large positions shall be declared illegal.

Section 6. Delegates will be furnished one or more ballots, depending on voting strength, upon presentation of credentials. Tellers shall check recorded voting strengths against credential cards at the time ballots are issued to the Delegates.

Section 7. Any member may protest the election of a National Officer or Carmen Division Officer by filing a written protest setting forth the basis for complaint with the National Secretary-Treasurer. Said written protest must be received within thirty (30) days after the close of the Convention at which the election in question was held. The National Secretary-Treasurer shall refer the protest to the Executive Council which shall have final authority to rule on it. The procedures established by Article 16, Sections 11-18 and 21, shall govern the Executive Council's handling of such a protest.

ARTICLE 11

VACANCIES IN OFFICE OF NATIONAL OFFICER

Section 1. In case of death, resignation, removal or suspension of a National Officer, the Executive Council shall elect a successor to fill the unexpired term except as otherwise provided in these laws.

Section 2. In case of death, resignation, removal or suspension of the National Secretary-Treasurer, the Executive Council shall elect his successor. The Executive Council shall with expert assistance proceed to audit the accounts of the former National Secretary-Treasurer and transfer the funds to his successor.

ARTICLE 12
SALARIES AND ALLOWANCES

Section 1. The salaries of the National President, National Secretary-Treasurer, and the National Vice Presidents shall be payable semi-monthly. Each officer shall be allowed necessary expenses when transacting business of the Union while traveling or at his headquarters location. The salaries shall be established prior to the nomination and election of officers at each National Convention.

Section 2. The salary of any member of the Union assigned to act as National Legislative Director shall not exceed for the term of their assignment the salary of National Vice Presidents. The salary of any member assigned by the National President to be his Special Assistant shall be equal to that of the National Secretary-Treasurer. They shall be allowed necessary expenses for such work and shall be paid from the General Fund Account.

Section 3. Each officer or employee of the National Union shall render to the National President, a statement of his expenses, together with receipts not less than once a month. If approved, it shall be forwarded to the National Secretary-Treasurer for payment.

Section 4. All salaries, per diem and expenses provided for in this Article shall be paid from the General Fund Account.

ARTICLE 13
NATIONAL PRESIDENT'S DUTIES AND PEROGATIVES

Section 1. The National President shall exercise general supervision over all the affairs of the Union.

Section 2. He shall preside at all sessions of the National Convention, enforce strict observance of the Constitution/By-Laws, and other laws, rules and regulations of the Union.

Enforcement of Laws

Section 3. He shall at all times strictly enforce the National Union Constitution/By-Laws, the Statutes for the Government of Lodges and other laws of the Union, and shall call to account any member or members of the Union violating same. He may at his discretion approve such other representational structure to which the TCU/IAM Statutes for the Government of Districts and Protective Laws shall apply when he deems it in the best interest of the members.

Interpretation of Constitution/By-Laws and Other Laws

Section 4. He shall have sole power and authority to interpret the Constitution/By-Laws and other laws, subject to appeal to the Executive Council, and may issue dispensation from said Constitution/By-Laws and other laws.

Approval of Charters of Lodges

Section 5. He shall pass upon and approve or reject all applications for charters for the establishment of Lodges when received from the National Secretary-Treasurer properly endorsed, and shall arrange for the institution of such Lodges when the applications have been approved by him.

Charters for Federations or Councils

Section 6. The National President may grant charters for the establishment of District Councils and State or Regional Federations. Councils and Federations established shall be under the control and jurisdiction of the National Union. By-Laws and rules adopted for their government must be approved by the National President before becoming effective. If approved, they shall become effective on the date fixed by him, and shall not be published before being so approved. When charters are forfeited, suspended, revoked or surrendered, or when Lodges go out of existence (except mergers) all supplies, books, records, funds and other property shall become the property of the National Union. The officer or officers having in his or their possession funds or other property of such Lodges shall be held responsible under his or their bonds for their transfer to the National Union.

Approval of By-Laws of Local Lodges

Section 7. He shall approve the By-Laws of all Lodges when not in conflict with this Constitution/By-Laws.

Discipline

Section 8. He is empowered to discipline all Lodges and Federations, and for that purpose shall have authority to arrest or revoke charters for disobedience of the Constitution/By-Laws and other laws of the Union.

Failure to Comply with Laws

Trusteeship

Section 9. (a) The National President may suspend the charter of a Local Lodge when, in his judgment, such action is needed for the purpose of correcting corruption or financial malpractice; assuring the performance of collective bargaining agreements or other duties of a bargaining representative; restoring democratic procedures; or otherwise carrying out the legitimate objectives of this Union; and he may appoint a temporary Trustee to take control of the Local Lodge, including its property, records and finances; provided, that, before the suspension of charter and appointment of Trustee, he shall arrange for a hearing for the purpose of determining whether such action should be taken, unless in the judgment of the National President

there is an emergency situation, in which case he may take such action prior to a hearing.

Trusteeship Hearing Procedures

(b) When in the National President's judgment there is a basis for the appointment of a Temporary Trustee, or where such an appointment is made because in his judgment an emergency exists, he shall provide each officer of the Local Lodge with a charge specifying the reasons for imposing a trusteeship and a notice setting forth the time, date and place of hearing, which shall be scheduled at least ten (10) days after the date of the notice.

Any request to postpone the hearing shall be directed to the National President, who shall grant such a request only for good cause, in light of the need for expeditious handling.

The National President shall appoint a hearing officer, who must be a TCU/IAM member. The hearing officer shall be responsible to assure that evidence is received in an orderly manner. While the rules of evidence shall not be applicable to this hearing, the hearing officer is authorized to limit testimony to relevant matters as well as to rule on any objections or motions made at the hearing. The hearing officer shall arrange for a transcript of the hearing to be prepared by a court reporter.

The National President shall appoint a representative to introduce the evidence which he believes supports the appointment of a temporary Trustee. Officers of the involved Lodge shall also be afforded an opportunity to present evidence. Witnesses shall be subject to cross-examination. Parties may only be represented by members of this Union.

The hearing officer shall within ten (10) days of the close of the hearing furnish the National President or, in the case of an emergency, the Executive Council, the transcript of the hearing, copies of all exhibits and his recommendation. The National President, or in the case of emergency, the Executive Council, shall issue a decision within thirty (30) days of receipt of the hearing officer's report.

(c) Any officer of the involved Lodge may appeal the decision of the National President to the Executive Council within thirty (30) days. When the U.S. mail is used, the postmark will govern in determining compliance with the time limits stipulated herein. The Executive Council shall be furnished the transcript of hearing and all exhibits from the hearing. The Council shall issue its decision within thirty (30) days of receipt of the appeal. A decision of the Executive Council under this Sub-Section or Sub-Section (b) may be appealed to the National Convention, pursuant to Article 16, Section 19 of the Constitution/By-Laws.

(d) The time requirements set forth in this Section are not mandatory and may be modified for good cause.

(e) The Trustee shall be authorized and empowered to take full charge of the affairs of the Lodge, to remove any or all officers and appoint temporary officers at any time during his trusteeship, and to take such other action as in his judgment is necessary for the preservation of the Lodge and its interests. The terms of office of officers so removed shall terminate as of the date of removal.

Other Hearing Procedures

Section 10. (a) He shall have power to fine, suspend, expel, or otherwise discipline any officer, committee member or member: (1) for conduct unbecoming an officer, committee member or member, (2) for violation of the Constitution/By-Laws, Statutes for the Government of Lodges or other laws of the Union (3) for violation of the policies established pursuant thereto, or (4) for any action detrimental to the interests of the Union or its members, in the manner provided in sub-sections (b) and (c) of this Section.

(b) He may summarily suspend any officer or committeeman from his office or position as committeeman pending the filing of charges, hearing and decision thereon. Within thirty (30) days thereafter he shall serve such officer or committeeman with specific written charges. The suspended officer or

committeeman shall be given a reasonable time by the National President to prepare his defense and shall be promptly afforded a full and fair hearing on such charges.

In the event an officer or committeeman refuses or neglects to attend a properly scheduled hearing, he shall be deemed guilty of contempt and the hearing shall proceed in his absence.

The National President shall render his decision within thirty (30) days after the completion of the hearing, and promptly notify the accused officer or committeeman and the Secretary of the Lodge in which he holds membership of his decision.

(c) He shall have power to fine, suspend, expel, or otherwise discipline a member, but only after serving such member with specific written charges stating the grounds therefore, and affording the member reasonable time to prepare his defense and a full and fair hearing. In the event a member refuses or neglects to attend a properly scheduled hearing he shall be deemed guilty of contempt and the hearing shall proceed in his absence. The National President shall render his decision within thirty (30) days after completion of the hearing, and promptly notify the member and the Secretary of the Lodge in which he holds membership, of his decision.

Right of Appeal

Section 11. Any officer, committeeman, or member suspended, expelled, fined or otherwise disciplined as provided in Section 10 of this Article, shall have the right of appeal to the Executive Council and to the next National Convention as provided in Section 12 of this Article and in Article 16.

Procedure for Appeal

Section 12. All appeals permitted to be taken by a member or Local Lodge to the National President, Executive Council and the National Convention, shall be in writing, signed by the appellant and fully set forth the facts pertaining to the appeal, the grounds on which it is based, the contention of the appellant in support thereof, and filed in the manner and order, and within the time specified in the provisions of the Constitution/By-Laws and/or other laws of the Union applicable to each respective appeal. No appeal shall be recognized or considered unless the member or Lodge filing the appeal has complied with these requirements.

Supervision

Section 13. He shall have complete supervision over the National Officers, National Representatives, Assistant National Representatives, General Representatives and all Organizers, and employees assigning them to

such duties and such headquarters as in his opinion will permit the work of the Union to be handled in the most efficient and economical manner, including but not limited to the assignment of locals for which they are responsible.

Assignment-National Legislative Director

Section 14. He may assign, if conditions warrant, a member of the Union as National Legislative Director.

Assignment of Members

Section 15. He may assign a member of the Union to perform a duty or specific act in his stead when circumstances arise or occasion demands, and by letter of instructions set forth the duty or act to be performed. Such individual shall be allowed per diem, in the same amount as Convention Delegates, subject to increases as approved by the Executive Council, and necessary expenses while traveling or transacting the business of the Union.

Clerical Help, Assistants and Field Representatives

Section 16. Subject to the advance approval of the Executive Council, he may employ such clerical help and staff assistants necessary to conduct the business of his department. Such employees shall become members of the Union at the time of their employment. He shall also employ such assistants

and field representatives necessary to take care of organization work and shall pay such salaries as he may deem proper subject to approval of the Executive Council. In case of emergency, he shall have authority to employ such additional help and such legal advice as may be considered necessary.

Appropriation-Funds

Section 17. (a) The National President shall have authority to appropriate such funds of the Union as may be necessary for the liquidation of the legitimate expenses of the Union; provided, however, that all extraordinary expenditures of funds shall be subject to the advance approval of the Executive Council.

(b) In case of strikes or lockouts, the National President shall have authority to appropriate such funds of the Union as may in his judgment be necessary; provided, however, that such expenditures shall be subject to the advance approval of the Executive Council.

National Representatives and Assistant National Representatives

Section 18. (a) He may appoint a sufficient number of members to act as National Representatives and Assistant National Representatives to assist the Lodges or to perform other duties as he deems necessary.

(b) He may certify to the proper officer of the employer the fact that the

National Representative and/or Assistant National Representative has been appointed to act for the Union.

(c) He will furnish copies of the certification issued under the provisions of this Section to all affected Lodges.

Local Lodges Failure to Function

Section 19. (a) When any Lodge is not functioning to the best interest of the membership under the laws and regulations of the Union, the National President shall have authority to investigate and if results of investigation justify, he will recommend means for improvement to the officers of such Lodge.

(b) Should the officers of a Lodge fail or decline to take steps necessary for such improvement, the National President has authority to order special meetings or circularize the membership, setting forth all facts to the membership under the jurisdiction of such Lodge and state the necessity for such action to correct such conditions.

Jurisdiction -- Local Lodges

Section 20. The National President shall define the jurisdiction of Lodges and may require the consolidation of such Lodges when he deems it to be in the best interests of the Union, subject to appeal and review by the Executive

Council.

National Negotiations

Section 21. (a) For national negotiations involving wages or working conditions for U.S. rail employees, the National President shall appoint a National Negotiating Committee. The National President will be the Chair of said Committee. In addition to the Chair, the Committee shall include at least two (2) National Vice Presidents, and such staff or professional assistance as the National President deems necessary.

(b) Tentative national agreements negotiated pursuant to (a) above shall be subject to ratification by the involved members voting by U.S. mail.

(c) Unless a majority of the members voting vote for the tentative agreement it shall not be adopted. Such ratification vote will be conducted under the supervision of the Executive Council who shall certify the result to the National President.

Strikes

Section 22. He shall have authority to order a strike affecting any or all of the membership involved when in his opinion the circumstances warrant such action or when requested to do so in accordance with Article 18. In the event of a strike, the National President shall be the recognized leader, and with the approval of the Executive Council, shall have authority to command the entire

resources of the Union.

Information

Section 23. He shall furnish to the Executive Council within a reasonable time any information within his possession that may be required concerning matters pertaining to the affairs of the Union.

Bond

Section 24. He shall give bond in such amount as may be required by the Executive Council, the expense of which shall be borne by the Union.

Report to Convention

Section 25. He shall make a full and complete published report to the National Convention of all his official acts, together with suggestions and recommendations for such improvements and changes as his experience and knowledge may deem advisable.

ARTICLE 14

NATIONAL SECRETARY-TREASURER'S DUTIES

Bond

Section 1. Before assuming the duties of his office, the National Secretary-Treasurer shall give satisfactory bond in such amount as may be determined by the Executive Council, the expense of which shall be borne by the Union.

Clerical Help

Section 2. With the approval of the National President, he shall employ the clerical help necessary to conduct the business of his department, all of whom shall become members of the Union at the time of their employment, and shall pay such salaries as he may deem proper, subject to approval of the Executive Council.

Conducting Business

Section 3. He shall conduct all necessary correspondence of his office and attest all official documents with his signature and the seal of the National Union, and provide himself with all books, stationery and supplies necessary to conduct the business of his office.

Monies and Property

Section 4. He shall receive all monies due the National Union from whatsoever source and shall have charge of the seal and all books, papers and property of the Union not otherwise provided for.

Funds of National Union

Section 5. (a) He shall have charge of all funds of the National Union. He shall pay out the funds by order of the National Union or in liquidation of the legitimate expenses of the Union when approved by the National President.

The voucher system for the expenditures of all Union funds shall be used. All funds of the National Union with the exception of the necessary petty cash shall be deposited in a suitable depository approved by the Executive Council.

(b) He shall not invest the funds of the National Union or any portion thereof in real property, stocks, shares, bonds or securities or for any similar purposes without first obtaining in writing the consent of the Executive Council. The National Secretary-Treasurer shall maintain the record of all investments and the evidence of title to real property, subject to review by the Executive Council.

Applications for Charter

Section 6. He shall receive all applications for charters to establish Lodges when accompanied by the required fee, and signed by forty (40) or more persons, he shall endorse and forward such application to the National President, and if approved by the National President, the National Secretary-Treasurer shall issue such Lodge a charter within thirty (30) days signed by the National President and himself, bearing the seal of the National Union. Charters may be issued to less than forty (40) applicants when in the judgment of the National President circumstances warrant.

Register of Local Lodges

Section 7. He shall keep a register of all Local Lodges with the date of their organization, their time of meetings, their location and a correct list of all members of the Union and their last given address.

Membership Cards

Section 8. He shall have printed a sufficient supply of membership cards, inserting name of member and official card number, to be issued to new members or to a member who requests a replacement card, as needed, unless otherwise directed by the National President; such cards shall bear the official logo of the Union and signatures of the National President and the National Secretary-Treasurer. Upon delivery to the member such card shall be considered valid contingent only upon payment of required dues, fees and assessments as prescribed by the Constitution/By-Laws.

Membership Card -- New Members

Section 9. Upon receipt of application for membership as set out under Article 4, Section 8(b) of the Statutes for the Government of Lodges, he shall process the application and issue a membership card. Upon delivery to the applicant as set out therein, such card shall be considered valid contingent upon payment of the required dues, fees and assessments as prescribed by the

Constitution/By-Laws.

Reports Required

Section 10. He shall have published a standard form for the use of the Lodges in the handling of various reports required by the National Union, the original of which shall be forwarded by the Lodge to the National Secretary-Treasurer and a copy to be retained by the Lodge for its records.

Convention Duties

Section 11. He shall render a full and complete published report to the National Convention of all his official acts and an accurate and comprehensive statement of all receipts and expenditures of funds of the National Union, together with its assets and liabilities.

Section 12. It shall be the duty of the National Secretary-Treasurer to keep an accurate journal of the proceedings and transactions of the National Union while in session, to preserve the archives of the Union and to perform such other duties as may be designated by the Executive Council and the laws of the Union.

Section 13. He shall consolidate all National Officers' reports in one book and mail to the duly elected Delegates on or before thirty days prior to the date of the Convention.

Section 14. He shall be responsible for providing Delegates with the appropriate credentials.

Section 15. (a) He shall prepare a temporary roll of National Officers, Delegates and Alternates entitled to seats in the National Convention. A list of Delegates and Alternates whose right to seats in the National Convention is in dispute shall also be furnished the Committee on Credentials, together with all information in his possession.

(b) The list of Delegates and Alternates shall not be used by anyone for circularizing purposes.

Section 16. As soon as circumstances permit, he shall furnish the Delegates to the National Convention a published copy of the permanent and temporary committees named by the National President, at the regular session of the National Convention.

ARTICLE 15

NATIONAL VICE PRESIDENTS' DUTIES

Section 1. (a) National Vice Presidents will be under the immediate supervision of the National President. They shall perform such duties as may be assigned to them by the National President.

(b) They shall do all in their power to promote the organization and advance the welfare of the Union.

(c) When assigned to various Units and/or Locals, they shall consult with and assist National and Assistant National Representatives and Lodges for the purpose of securing an amicable adjustment of wage and schedule disputes.

Bond

Section 2. Each National Vice President shall give bond in such amount as may be required by the Executive Council, the expense of which shall be borne by the Union.

Report to Convention

Section 3. They shall make a full and complete published report of their official acts and work during their term of office to each session of the National Convention.

ARTICLE 16

EXECUTIVE COUNCIL

Section 1. (a) The Executive Council shall consist of the National President, National Secretary-Treasurer and all National Vice Presidents.

(b) The National President shall be the Chair and the National Secretary-Treasurer, the Secretary of the Executive Council.

(c) The Executive Council shall have general supervision over the finances and the funds of the Organization.

(d) It shall review and approve unusual or extraordinary expenditures of funds; require Officers and staff to provide itemized accounts of monies expended by them; consider and make policies relating to the expenditures of Union money.

(e) The Executive Council shall control the investment of funds of the Union by the National Secretary-Treasurer in real property, stocks, shares, bonds, securities, or otherwise.

Duties and Jurisdiction

Duties

Section 2. (a) Between Conventions all executive and judicial power of the National Union, except as the law provides in defining duties of the National Officers, and the handling of recall shall be vested in the Executive Council.

(b) The Executive Council shall have jurisdiction over the affairs of the Union as provided in these laws; and, their decision shall stand unless reversed by the National Convention.

Section 3. (a) The Executive Council shall prosecute to the full extent of the law all unauthorized persons using the name of the Transportation Communications Union/IAM (TCU/IAM).

(b) The Executive Council may levy special or general assessments in

such reasonable amounts and manner as it deems appropriate. Any member failing or declining to pay his assessment shall stand suspended and shall be reported the same as a member failing to pay dues.

Meetings

Section 4. (a) The Executive Council shall meet at least once each year, and may hold special meetings whenever it deems this advisable for the best interests of the Union, for the examination, with expert assistance, of all accounts of the National Secretary-Treasurer.

(b) Meetings of the Executive Council shall be called by the Chair at other times as the affairs of the Union require consideration and must be called by him upon request of the majority of the members of the Council.

Minutes of Meetings

Section 5. Proper record of minutes of all meetings shall be kept.

Certified Public Accountant

Section 6. The Executive Council shall engage a Certified Public Accountant to make audits of all accounts of the National Secretary-Treasurer, and he shall have full access to all books and records of the National Secretary-Treasurer, pertaining to all financial matters of the Union.

Bonds-National Officers and Employees

Section 7. The Executive Council shall require National Officers and employees, as required by law, to be properly bonded before assuming their duties.

Section 8. Each member of the Executive Council shall be bonded. The expense of which shall be borne by the Union.

Section 9. Every National Union employee who receives, handles, disburses or otherwise exercises control or custody of any funds or other property of the National Union shall be bonded as required by applicable law, the expense of which shall be borne by the Union.

Appeals from Decision of the National President

Section 10. Any Lodge, officer, committee member, or member of the Union feeling aggrieved by the decision of the National President in matters of Law and Equity may appeal to the Executive Council within thirty (30) days after such decision, said appeal to be in writing, the original to be sent to the National Secretary-Treasurer and one copy to each member of the Executive Council.

Action and Appeal

Section 11. Members of the Executive Council upon receipt of such appeal, shall notify the National Secretary-Treasurer in writing if they believe the appeal is of such a nature as to demand a special meeting of the Executive Council. The National Secretary-Treasurer shall tabulate the opinion of the members of the Executive Council, and if the majority is in favor of a special meeting, he will issue a call for same. Otherwise, the appeal will be handled at its next regular session.

Notification

Section 12. Each party shall be notified in writing by the Executive Council, thirty (30) days prior to the date, of the time and place of hearing on the appeal.

Representation

Section 13. Either party may be represented in person, or by counsel, or by both, at the hearing on the appeal. Counsel shall be a member of this Union.

Remote Location-Witnesses

Section 14. In cases where witnesses are located in remote places, or are unable to appear before the Executive Council, their testimony may be taken in writing before any member of the Union who may be appointed and

authorized as a commissioner for such purpose by the Executive Council.

Attendance

Section 15. Any member in good standing shall be allowed to attend sessions of the Executive Council when they are conducting a hearing on an appeal.

Hearing on Appeal

Section 16. The Executive Council, exclusive of the National President, shall hear and decide all appeals made from the decision of the National President.

Evidence

Section 17. All of the evidence presented at the hearing on appeal shall be reduced to writing.

Decision

Section 18. Within a reasonable time after the close of hearing on the appeal, the Executive Council shall sustain, modify, or reverse the decision of the National President, or in the event of new evidence having been introduced at the hearing which is relevant and proper to consider, shall make what disposition of the matter seems just and fitting.

Appeal from Decision

Section 19. Any Lodge, officer or member of the Union feeling aggrieved by the decision of the Executive Council may appeal to the National Convention within sixty (60) days after such decision (except as provided in Article 10, Section 6 and Article 12, Section 3(b) of the Statutes for the Government of Lodges) in which case the same shall be filed with the National Secretary-Treasurer, together with all papers, documents and records in evidence before the Executive Council at the time of hearing. When the U.S. mail is used, the postmark will govern in determining compliance with the time limit set forth herein.

Section 20. All cases on appeal from the decision of the Executive Council shall be referred to the Committee on Rules, Order of Business, Ritual and Appeals at the next Convention of the National Union.

Baseless Charges or Failure to Respond

Section 21. Any Lodge, officer or member of the Union preferring frivolous, baseless, or unwarranted charges, or refusing to respond to summons of the Executive Council to testify or submit upon proper request letters, documents or files in his or its possession that might be pertinent to the appeal under consideration, shall be dealt with subject to the provisions of Article 13, Sections 8 and 10, of this Constitution/By-Laws.

Reinstatement of Expelled Members

Section 22. A member expelled from the membership in the Union by the National President or Executive Council may not make application for reinstatement until the next National Convention and cannot again be admitted to membership without the consent of the National Convention. In case of reinstatement he shall be obligated to adhere to the laws of the Union.

ARTICLE 17

DUTIES OF NATIONAL REPRESENTATIVES AND ASSISTANT NATIONAL REPRESENTATIVES

Section 1. (a) National Representatives and Assistant National Representatives shall perform such duties as have been assigned to them by the National President.

(b) Those National Representatives assigned to assist Local Lodges will be charged with the duty to receive and consider grievances referred to them by the Chairperson of the Local Protective Committee and endeavor to satisfactorily adjust said grievances with representatives of employers through conference or other available procedures. The National Representative has the authority to appear for, represent and in all respects act on behalf of the individual who has referred a grievance to TCU/IAM for handling, including, but not limited to, the authority to settle grievances and claims on behalf of

the member.

(c) If satisfactory settlement is not effected the National Representative shall submit the dispute, to the National President for his determination as to possible further handling before tribunals established by law or otherwise, or the dispute may be handled further in the manner provided in the Statutes for the Government of Lodges.

(d) The National Representative when authorized by the National President may negotiate, maintain, revise, modify and adjust agreements establishing and covering wages, working conditions and other employment relations in their respective divisions.

(e) The National President or the National Representative shall have authority to Delegate any of these duties to an Assistant National Representative.

ARTICLE 18

PROCEDURES FOR AUTHORIZING A LEGAL STRIKE, CONDUCT OF LEGAL STRIKE AND STRIKE BENEFITS

Section 1. (a) The National President, upon being notified by the National Representative that an unadjusted dispute exists, may meet with or deputize a National Officer to renew the efforts amicably to adjust the dispute. Failing in this, with the sanction of the National President, ballots may be prepared

which concisely state the nature of the dispute or disputes, the efforts made to adjust them, the results obtained, and submit the question at issue to the membership in the service of the employer involved for a referendum vote as to whether or not they will concertedly withdraw their services to the employer until the said dispute or disputes are adjusted. If two-thirds (2/3) of the membership vote in favor of such withdrawal, with the sanction of the National President, a strike may be ordered of all members in the service of the employer involved.

(b) Where the employer is covered by the National Labor Relations Act the referendum vote may be taken in accordance with Sub-Section (a) above or at a meeting hall provided the membership in the service of the employer involved has been reasonably notified of such meeting. If two-thirds (2/3) of the membership in the bargaining unit vote in favor of such withdrawal, with the sanction of the National President, a strike may be ordered of all members in the service of the employer involved.

(c) Notwithstanding the provisions of Sub-Section (a) above, the National President may, when he determines that it would be in the best interest of the Union and its members, authorize and order a withdrawal from service by all members in the service of an employer, if requested to do so by a vote of three-fourths (3/4) of the Local Chairmen of the Lodges involved.

Section 2. The percentage designated in Section 1 shall not apply to members who are affiliated with federations, councils or other organizations; in which case the total percentage necessary to call a strike shall be the same as that required by such federation or council.

Section 3. In taking the vote provided for in Section 1 of this Article, a specific time for closing the ballot shall be designated, and all members shall be given an equal opportunity to vote.

Section 4. Any action taken by the members in conformity with the foregoing sections of this Article shall be law to all members in the service of the employer involved, and members not complying therewith shall be subject to expulsion.

Section 5. The National President shall be the recognized leader, and acting in conjunction with the Executive Council of the National Union shall appropriate from the funds of the Union, such monies as may be necessary for the successful prosecution of the strike.

Section 6. The National President, or designated National Officer shall have the authority to terminate a strike.

Section 7. If the vote authorizing a strike has been governed by Section 2 of this Article, Section 6 shall not apply. Under such circumstances a strike shall be terminated consistent with the rules of the relevant federation, council

or other organization.

Section 8. Any member or members inciting a strike or participating therein, except as provided for herein, shall be subject to expulsion. The Lodge in whose jurisdiction an unauthorized strike occurs shall promptly proceed against all members who engage in such unauthorized strike. While under charges for engaging in an unauthorized strike, no member shall be granted a transfer or withdrawal card. If the Lodge does not proceed promptly against the member or members engaging in such unlawful strike, its charter may be revoked by the National President in which event he shall transfer all members not so participating to other Lodges.

Section 9. For the purpose of protecting the interests of the members, defraying the expenses of conducting duly authorized strikes, rendering such financial assistance as may be found advisable to members locked out or summarily dismissed from the service in consequence of their membership or efforts to settle disputes, and defraying the expenses of the National Union in connection with efforts to settle disputes and/or matters involving wages, hours, conditions, or terms of employment, the Executive Council of the National Union shall be mindful that sufficient funds be maintained to adequately meet such costs.

Section 10. The National Secretary-Treasurer shall make such reports as

may be necessary and as are required by the Constitution/By-Laws and other laws of this Union on the availability of such funds.

Section 11. Strike benefits shall be provided by the IAM consistent with the IAM's procedures and policies.

ARTICLE 19

STRUCTURE COMMITTEE

Section 1. The National President shall appoint a special Structure Committee to serve between National Union Conventions to consist of a Chair and not more than a total of twenty (20) members, chosen from various units of the Union.

Authority

Section 2. (a). The Structure Committee shall be authorized to solicit and receive suggestions for improvement of the Union's present structure from the membership and officers on all levels, and to recommend suggested changes, if any, to the next regular Convention.

(b) The Committee is authorized to recommend to the Executive Council, on a temporary experimental basis, structure changes, which may be implemented after approval by the Executive Council.

Meetings

Section 3. (a). The Committee may hold meetings, hearings, and any other related activities as may be deemed appropriate by the National President or the Chair of the Committee.

(b) The National Union will pay the travel, per diem and other appropriate expenses as may be incurred by the Committee in performing its assigned duties and responsibilities.

Permanent Changes

Section 4. No successful experiment may become a permanent change in structure until approved by the next regular National Convention.

ARTICLE 20

BONDS

Section 1. Each officer or other person who receives, handles, disburses, or otherwise exercises custody or control of the funds or other property of a Lodge shall be bonded. No persons shall be permitted to function in such capacity without being bonded. Bonding shall be done in accordance with the procedures outlined in the IAM Constitution.

Section 2. Whenever a Financial Officer of any Lodge ceases to perform the duties for which he was bonded, his books shall be audited at once by the

Board of Trustees of the Lodge involved and the National Secretary-Treasurer shall be notified.

Section 3. An officer or member of a Lodge who misappropriates funds of the Union, if found guilty, shall thereafter be ineligible to hold any office or to represent the Union in any capacity. No Lodge shall have the authority to compromise or offer any settlement with such officer or member but shall immediately report same to the National Secretary-Treasurer. (See Article 10, Section 8, of the Statutes for the Government of Lodges.).

ARTICLE 21

LEGISLATION-GENERAL

National Legislative Director

Section 1. Any member of the Union assigned to serve as National Legislative Director by the National President shall make a report of his activities as often as required to the National President. A report of the activities of the National Legislative Director shall be included in the published report of the National President to the next National Union Convention.

Policy

Section 2. The National President shall determine the policy of the Union with respect to State and Federal legislation, matters pending before State and

Federal agencies, and the endorsement of candidates for State and Federal offices or the appointment to State and Federal agencies.

State Legislation

Section 3. The National President, through the Legislative Department, National Legislative Director, AFL-CIO, or by other means, shall monitor legislative activities at the state level and may, from time to time, assign individuals to protect the interests of TCU/IAM members before such bodies.

ARTICLE 22

COUNCILS AND FEDERATIONS

Establishment

Section 1. District councils and State Federations may be established under the control, jurisdiction and approval of the National Union.

By-Laws and Rules

Section 2. They may formulate By-Laws and rules for their own constitution and guidance, which in their opinion are necessary and advisable. After adoption, three (3) copies of such laws shall be submitted to the National President for approval. If approved they shall become effective on the date fixed by him and shall not be published before being so approved.

Local Organizers

Section 3. With the consent of the National President, Councils or Federations may select local Organizers and provide means for paying expenses. Such Organizers shall be under the direction of such Councils or Federations and under the discipline of the National President.

ARTICLE 23

REPRESENTATION

American Federation of Labor and Congress of Industrial Organizations

Section 1. Representatives to Conventions of American Federation of Labor and Congress of Industrial Organizations shall consist of the National President and such other members appointed by him in number sufficient to give the Union the representation to which it is entitled under the governing laws of the American Federation of Labor and Congress of Industrial Organizations. The allowance to Delegates (except National Officers and full-time employees of the National Union) shall be on the same basis as was provided for Delegates attending the preceding National Union Convention. Full-time National Officers and employees shall be paid their expenses and regular salaries.

ARTICLE 24
COMMUNICATING-SOLICITING FUNDS

Section 1. A Local Lodge, officer, committee member, or member shall not send circulars or letters to any Lodge, unit or member encouraging or advocating violation of, or having the tendency or effect of violating, the obligations imposed upon them by Article 5, Sections 2 and 3 of this Constitution/By-Laws.

Section 2. (a) Local Lodges, officers, committee members and members must not solicit funds in the name of the Union unless authorized by the National President.

(b) A Lodge of the Union shall not be denied the right to publish souvenir programs for social functions when they do not carry paid advertising, nor are social functions conducted by a Lodge prohibited when the sale of tickets is handled by its own members.

ARTICLE 25
FEES AND DUES

Fees

Section 1. (a) The initiation fee of the Union shall be two hundred dollars (\$200.00) and the reinstatement fee of the Union shall be four hundred dollars (\$400.00). The initiation or reinstatement fee may be waived in whole or in

part by the National President on applicants for membership who are in the service of an employer where the Union is conducting an organization campaign or endeavoring to establish or maintain right of representation for collective bargaining.

(b) After paying the IAM's required share, The National Union and Local Lodge shall equally divide between them the remaining portion of all initiation fees and reinstatement fees.

(c) Any Local Lodge that desires to establish an initiation fee above the two hundred dollar (\$200.00) amount or a reinstatement fee above the four hundred dollar (\$400.00) amount shall be permitted to do so provided a majority of the members of said Lodge and the National President approve same.

Dues

Section 2. (a) There shall be two (2) kinds of dues applicable to members of the Union; FULL DUES and RETENTION OF MEMBERSHIP DUES.

(b) FULL DUES shall be established pursuant to (c) below, applicable to each member who receives pay for forty (40) hours or more in any calendar month for service performed for any employer or company where the Union has jurisdiction, or the equivalent compensation under any agreement between an employer and the Union or pursuant to protective legislation providing the

equivalent compensation, to a member promoted to excepted or official positions; and a member taking voluntary leave of absence requiring approval of the Organization. Members receiving protective benefits, called to service in another craft pursuant to a protective agreement, shall be required to pay full dues, notwithstanding that they may be required to pay dues to another labor organization. Any member receiving payment for sickness or disability as a result of a TCU/IAM agreement shall also be responsible for the payment of full dues.

(c) Effective January 1, 2015, monthly dues will be \$87.50. Monthly TCU/IAM dues will be increased annually on January 1 based on the method outlined in the IAM Constitution for increasing IAM per capita taxes. From these funds, the TCU/IAM shall pay \$1.00 to the Education Fund and \$2.00 to the Convention Fund.

(d) RETENTION OF MEMBERSHIP DUES shall be five dollars (\$5.00) per month. Retention of membership dues shall apply to a member who performs no service in a calendar month due to reduction in force, furlough, sickness, disability, resignation, who receives pay for less than forty (40) hours in any calendar month from any employer or company where the Union has jurisdiction, or is working in another craft in the industry where required to join another union under a Union Shop Agreement, except as

provided in (b) above. Members whose sole compensation is F.E.L.A. awards or settlements, workers' compensation, Federal, Railroad Retirement, or state sickness benefits, unemployment benefits or disability benefits, are required to pay RETENTION OF MEMBERSHIP DUES.

(e) Members serving on active duty in the military will be treated as though they had been granted a withdrawal card and will not be responsible for the payment of any dues for the period of active duty.

(f) Members who have retired because of age and who perform no compensated service on a position in industry over which the Union claims jurisdiction will be classified as ASSOCIATE MEMBERS with full rights to attend Lodge meetings of the Union and receive the IAM Journal. They shall have no vote in the election of officers or on matters pertaining to wages, rules, working conditions or grievances. They may retain such membership by the voluntary payment of one dollar and fifty cents (\$1.50) per month, to be paid annually. Additionally, each ASSOCIATE MEMBER may make a voluntary fifty cents (\$.50) per month contribution to Machinists' Non-partisan Political League (MNPL) and remit at the same time as his dues.

g(d) Payment to the National Union shall be as follows:

(i) FULL DUES PAYING MEMBERS executing dues check-off authorization—the month in which received from employer.

(ii) FULL DUES PAYING MEMBERS making direct payments to the National Union—the month for which dues is owed.

(iii) FULL DUES PAYING MEMBERS making direct payments through a financial officer of a Local Lodge and those paying retention of membership dues—in the month when received.

(iv) MEMBERS PAYING RETENTION OF MEMBERSHIP DUES who are receiving a Railroad Retirement Disability Annuity—annually in the month of January.

(v) ASSOCIATE MEMBERS making voluntary contributions—annually in the month of January.

Distribution of Dues

Section 3. (a) The National Union shall receive at least sixty-nine percent (69%) and the Local Lodge shall receive at least thirty-one percent (31%) of the full dues paid monthly by the members, after deduction of the IAM per capita expenses and the contributions to the Education and Convention Fund. The National President shall have the authority to modify the allocations set forth above subject to approval by the Executive Council.

(b) In the event of extraordinary circumstances involving new organizational efforts, newly acquired representation rights, initial contracts, and situations where existing rates of pay or working conditions are

determined to be below the over-all pattern of the Union, the National President may initiate a reduction of the monthly dues for the members covered by the respective contract or organizing situation, subject to the approval of the Executive Council.

(c) The distribution of RETENTION OF MEMBERSHIP DUES shall be one dollar (\$1.00) per member per month to the IAM and one dollar (\$1.00) per member per month to the Local Lodge, with the balance going to the National Union.

Funds

Section 4. (a) All monies received by the National Secretary-Treasurer shall be deposited in the General Fund of the Union, except MNPL funds which shall be deposited and maintained separately.

(b) The National Secretary-Treasurer shall be the custodian of all funds.

ARTICLE 26

RECALL

Section 1. (a) The holder of an elective National Union office may be recalled at any time by the members of the Union provided that he is guilty of serious misconduct under federal or state law or under the National Union Constitution/By-Laws. The procedure to recall such officers shall be as follows:

- (i) Upon the request of at least a majority of Local Lodges which also constitute a majority of the membership of the Union, the National Secretary-Treasurer shall submit a ballot to the membership for vote upon the question of the recall of the officer.
- (ii) The National Secretary-Treasurer shall have prepared and transmit such ballot to the members of record with instructions thereon as will enable all members to cast an intelligent vote.
- (iii) The ballots shall be returned by the members to the National Secretary-Treasurer in an envelope provided for that purpose.
- (iv) The National Secretary-Treasurer shall hold all such ballots intact and sealed ready for counting and tabulation by the Executive Council or tellers named by them. Such ballots shall be tabulated by the tellers and certified by the Executive Council. Such ballots and all other records pertaining to the recall vote shall then be turned over to the National Secretary-Treasurer to be held in trust for not less than one (1) year.
- (v) If the officer sought to be recalled is the National Secretary-Treasurer, the Executive Council shall appoint a committee to perform the functions involving the recall procedure normally required of the National Secretary-Treasurer.

(b) A recall ballot shall be accompanied by circulars stating the charges or grounds on which recall is asked and also a statement from the incumbent in his behalf.

(c) If a majority of those eligible vote to recall, the vacancy shall be filled in accordance with Article 11 of this Constitution/By-Laws.

ARTICLE 27

PARLIAMENTARY RULES

Section 1. Robert's Rules of Order shall be the recognized guide of the National Union and all Local Lodges where the Constitution/By-Laws, Statutes for the Government of Lodges, or approved By-Laws do not govern.

ARTICLE 28

AMENDMENTS TO THE CONSTITUTION/BY-LAWS AND STATUTES FOR THE GOVERNMENT OF LODGES

How Amended

Section 1. Amendments to this Constitution/By-Laws or the Statutes for the Government of Lodges can only be made by the Delegates and National Officers in conventions assembled. All proposed alterations or amendments shall be in writing and shall be filed with the National President on or before April 15 preceding the National Convention. The National President shall, on or before thirty (30) days prior to the Convention, mail copies of all such

proposed amendments to all National Officers and copies to each of the Delegates to the coming Convention, provided that the National Convention may at any convention by a majority vote take up and consider any proposed amendment.

Section 2. A two-thirds (2/3) vote of the Delegates and Officers of the National Convention present at a convention and voting shall be required to adopt any amendment to this Constitution/By-Laws or the Statutes for the Government of Lodges, and such amendments shall not be operative until sixty (60) days after the adjournment of the National Convention unless otherwise ordered by two-thirds (2/3) vote.

National Officers and National Representatives shall not have a vote on an amendment to the Constitution/By-Laws proposing to increase dues or initiation fees, or to levy a general or special assessment.

ARTICLE 29

CODIFYING LAWS

Section 1. During a Convention, or as promptly thereafter as practicable, it shall be the duty of the Committee on Constitution/By-Laws to codify the laws as amended, changing language or eliminating portions of laws, so as to make all laws conform to the amendments adopted by the Convention;

provided, no laws shall be omitted, or changed by the Committee on Constitution/By-Laws except it be evident that it was the desire of the Convention to so omit or change.

ARTICLE 30
EFFECT ON BY-LAWS

Section 1. Action of the National Convention in adopting this Constitution/By-Laws and Statutes for the Government of Lodges shall have the effect of an amendment, without further action upon the By-Laws of the Carmen Division and any Local Lodge where conflict exists.

ARTICLE 31
GENDER

Section 1. Wherever the masculine gender is used in this Constitution/By-Laws or Statutes for Government of Lodges, the same shall be construed as also including feminine gender and where “he” is found, it will be construed “he/she.”



STATUTES FOR THE GOVERNMENT OF LODGES

Under the Jurisdiction of the Transportation • Communications Union/IAM

PREAMBLE

For the purpose of effecting uniformity in the administration of privileges and benefits to its members, the Transportation • Communications Union/International Association of Machinists and Aerospace Workers (TCU/IAM) ordains the following Statutes for the Government of subordinate Lodges.

ARTICLE 1 -- CHARTERS

Section 1. This Lodge shall be known as _____ Lodge No. _____ Transportation • Communications Union/IAM (TCU/IAM), and cannot voluntarily surrender its charter or dissolve so long as forty (40) members in good standing object thereto. A Lodge charter may be retained by less than forty (40) members when in the judgment of the National President circumstances warrant.

Jurisdiction

Section 2. The National President shall define the jurisdiction of Lodges in instances where there is a conflict in jurisdiction between the Protective Committees of Lodges or may require the consolidation of such Lodges when

he deems it to be in the best interests of the Union, subject to appeal and review by the Executive Council.

ARTICLE 2 -- ELIGIBILITY

Section 1. (a) Any person of good moral character who, at the time of making application, is employed in the transportation or other industry over which the Union has or claims jurisdiction and who either is represented by the Union or is a person for whom the Union is seeking representation rights, shall be eligible for membership.

(b) The National President, when he deems it necessary in the interests of the Union, may make exceptions to this Section.

Applications for Membership

Section 2. Applications for membership, reinstatement to membership, or reinstatement upon deposit of a withdrawal card, shall be made in writing upon a form furnished for that purpose. The application must be signed by applicant.

Persons Not Favorable

Section 3. (a) Members shall not propose for membership persons whom they do not know to be favorable to the principles of the Union.

(b) No member of the Union may hold membership in any other railway

labor organization admitting membership as described in this Article, or any other organization or alliance that is dual to the purpose of the Union. Any member who advocates, encourages or affiliates with any dual movement or alliance in any manner whatsoever, shall be deemed to be guilty of conduct unbecoming a member and shall be subject to expulsion.

(c) Any member of the Union who advocates, promotes, or holds membership in any Communist, Fascist, or Nazi organization, or is affiliated with any organization controlled or directed by members of any of these organizations, shall be subject to expulsion.

Applicants for Membership

Section 4. All applications for membership, reinstatement to membership, or reinstatement upon deposit of withdrawal card, shall be accepted subject to the approval of the National President.

ARTICLE 3 -- LODGES

Section 1. (a) All Lodges shall make the necessary arrangements to procure appropriate bonds at the expense of the Lodge for each officer or other person who receives, handles, disburses, or otherwise exercises custody or control of the funds or property of the Lodge, as provided in Article 20 of the Constitution/By-Laws. No person shall serve in such capacity without having furnished bond.

(b) Lodges shall meet at least once each month unless prevented from doing so by an act of God. Lodges may also meet less frequently if a majority of members present so vote at a regular meeting after having been read at two consecutive meetings and if approved by the National President. In no event, shall a Lodge meet less than once every three (3) months. Special meetings may be called by the Lodge President and must be called by him upon written request by one-third of the members of the Lodge. Five (5) members, two (2) of whom must be officers of the Lodge including one qualified to act as President, shall constitute a quorum for the transaction of business; Lodges may in their By-Laws fix a quorum in excess of the foregoing requirement.

Authority to Make By-Laws and Rules

Section 2. Lodges may make, alter, or amend such By-Laws, rules and regulations to supplement these Statutes as may be deemed expedient. Such By-Laws, rules and regulations must be adopted by a vote of two-thirds of the members present, after having been read at two (2) consecutive meetings. The vote on adoption must be taken at the next succeeding meeting. Such By-Laws, rules and regulations shall not conflict with these Statutes, or the Constitution/By-Laws, or Regulations of the Union.

Adoption and Approval of By-Laws

Section 3. After adoption, three (3) copies of all By-Laws shall be submitted to the National President for approval. If approved, they become effective on the date fixed by him and shall not be published before being so approved. An official copy bearing the seal of the Lodge and signed by the Secretary shall be deposited with the National President.

Section 4. The influence or sympathy of the Local Lodge shall never be enlisted or used in favor of any religious organization. No member is permitted to discuss in Local Lodge meetings religious matters unrelated to Federal or State Law, grievances, rules or working conditions or criticize the religious belief of any member. Any Lodge permitting same to be done shall have its charter suspended, and all members participating in such discussion shall be subject to discipline including, but not limited to, expulsion. The influence or sympathy of the Local Lodge may be used in favor of partisan politics, or for a political party only with the prior approval of the National President. Any Lodge engaging in partisan political activity without the prior approval of the National President shall have its charter suspended.

ARTICLE 4 -- OFFICERS AND COMMITTEES

Section 1. (a) The officers of the Lodge shall consist of a President, Vice President, Recording Secretary, Financial Secretary-Treasurer, Chairperson of the Board of Trustees, two (2) or four (4) members of the Board of Trustees, Chairperson of the Local Protective Committee-Delegate, also referred to as Local Chairperson-Delegate and Alternate-Delegate. A member may only be nominated and run for one (1) office. No member shall be entitled to hold more than one (1) office at the same time absent approval of the National President when, in his discretion, he deems it in the best interest of the Union. The offices of Recording Secretary and Financial Secretary-Treasurer may be consolidated at the discretion of the Lodge.

(b) Committees of the Lodge shall consist of Local Protective Committees, an Organization Committee consisting of not less than three (3) members, one of whom shall be the Recording Secretary or Financial Secretary, a Community Services Committee, consisting of not less than three (3) members, the Chairperson of which shall be the Vice President, and such other Committees as may be established by the Lodge.

Eligible for Nominations

Section 2. (a) No member may be nominated for any office or committee in the Lodge who is indebted to the Lodge for more than the current month's dues or for assessments, or who is otherwise not eligible to hold office under the provisions of applicable law. In addition, he must have met his full dues obligation for the preceding year and must continue to do so for his term of office. He must also be a member in good standing as defined in Article 5, Section 5, of the Constitution/By-Laws of the National Union.

(b) Candidates for office or committee (except office of Chairperson of the Local Protective Committee-Delegate and Alternate-Delegate, who are covered under paragraph (e) of this Section) must be actually employed in service over which the Union claims jurisdiction, or exclusively employed by Lodges, Federations, or by the National Union and shall have been so employed continuously, as defined in Article 6, Section 5(a) of the Constitution/By-Laws of the National Union, for more than one (1) year. Such qualifications must be retained for term of office.

(c) Candidates for office or committee shall have had one (1) year or more continuous membership. This paragraph shall not apply to newly organized Lodges.

(d) The National President may approve exceptions to paragraphs (a), (b),

(c) and (e) of this Section where, in his judgment, the conditions warrant such exceptions.

(e) No member shall be eligible for nomination and election to office of Chairperson of the Local Protective Committee-Delegate or as Alternate-Delegate who does not meet all of the requirements set forth in Article 6, Section 5(a) of the Constitution/By-Laws of the National Union. Such qualifications must be retained for term of office.

(f) The one (1) year clause, referred in Article 6, Section 5(a) of the Constitution/By-Laws, shall not apply to newly organized Lodges during the first year of their existence; however, no member hereunder shall be eligible for nomination and election to the office of Chairperson of the Local Protective Committee-Delegate or as Alternate-Delegate until sixty (60) days after admission into the Union.

Nominations and Elections

Section 3. (a) Officers shall be nominated in October, elected in December, and shall be installed in the month of January following. A candidate unable to attend the meeting at which nominations are made must have his nominator submit his written acceptance of the nomination at the time his nomination is made. The term of office for all officers shall be three (3) years. Election shall be by secret ballot. Not less than fifteen (15) days

prior to the date fixed for the nominating meeting and election of officers, notice thereof shall be mailed to each member at his last known home address.

The election shall be by a secret referendum ballot conducted by an Election Committee composed of not less than three (3) or more than five (5) members. Names of candidates for office to be shown on the ballot in the order of continuous membership, the member with the longest membership to be first. All members to be supplied with a ballot through first-class mail and arrangements made for its return and tabulation by the Election Committee. The Election Committee shall make arrangements for ballots to be returned by mail to a restrictive access post office box. Full and complete instructions for voting and return shall appear on the ballot.

A plurality of the legal votes cast shall elect, i.e., the candidate receiving the highest number of legal votes for the office shall be declared elected. In the case of a tie, the candidate having the longest continuous membership in the Union shall be declared elected.

No vote shall be valid or recorded except for candidates who have been properly nominated. "Write-in" votes are not permissible.

A secret ballot need not be conducted where nominees are unopposed. Unopposed nominees shall be elected by motion adopted at the December

meeting that the Secretary be instructed to cast a unanimous ballot for the unopposed nominee or nominees.

Upon receipt of the election results from the Election Committee, the President shall fill out returns of said elections which shall set forth lists of all candidates, the number of votes cast for each, and the names and locations of all officers elected. These returns shall be signed by at least a majority of the election committee and after being attested by the President shall be mailed immediately to the National Secretary-Treasurer. The President shall notify the membership by circular letter within thirty (30) days of the tabulation of the votes.

The ballots and all other records pertaining to the election shall be retained by the Recording Secretary for not less than one (1) year.

Protests

(b) A candidate or member may protest in writing the election or election procedures as follows:

(i) To the President of the Lodge setting forth, in writing, the reasons for the protest within ten (10) days from the date of the incident or the counting of the ballots. When the U.S. mail is used, the postmark will govern in determining compliance with the time limit set forth herein.

(ii) The President of the Lodge shall investigate the matter and within

thirty (30) days from receipt of the protest issue a written ruling. If a ruling is not issued within thirty (30) days, the protest shall be deemed denied.

(iii) The ruling of the Local Lodge President may be appealed, in writing, within thirty (30) days to the National President whose decision is appealable to the Executive Council and the Convention in accordance with Article 16 of the Constitution/By-Laws of the National Union. When the U.S. mail is used, the postmark will govern in determining compliance with the time limit set forth herein.

(iv) A protest involving the election of Chairperson Local Protective Committee-Delegate or Alternate-Delegate, that has been timely appealed to the Convention shall be referred to the Committee on Credentials for its review and report to the Convention. In the event this election is held in the year immediately preceding the Convention, appeals from the National President's decision or if a decision is not made by him by the forty-fifth (45th) day prior to the first day of the Convention, an appeal may be filed, in writing, with the National Secretary-Treasurer by the twentieth (20th) day prior to the first day of the Convention. The National Secretary-Treasurer shall refer all such appeals to the Credentials Committee for its review and report to the Convention.

Absent Through Neglect

Section 4. If officers through neglect absent themselves for three (3) successive meetings (unless working hours prohibit attendance), their office may, by vote of the Lodge, be declared vacant.

Interim Vacancies

Section 5. (a) Any interim vacancy in an elective office other than the Chairperson of the Local Protective Committee-Delegate shall be filled by the President or in his absence by the Vice President through appointment, subject to approval of the Lodge, such appointment to be made within thirty (30) days from the date of vacancy, and approval of the appointment by the Lodge members at a meeting of the Lodge.

(b) Interim vacancy in the office of Chairperson of the Local Protective Committee-Delegate or Alternate-Delegate shall be filled by a secret ballot election in accordance with the standards set forth in Section 3 of this Article. The Lodge President or in his absence the Vice President shall appoint an Acting Chairperson of the Protective Committee to fulfill the duties of this office pending the election.

Past President

Section 6. (a) Upon installation of a new President of a Lodge the retiring President becomes past President. At the institution of a new Lodge the past

President shall be elected.

(b) The past President shall preside at meetings in the absence of the President and Vice President.

Duties-Various Officers

Section 7. The duties of the various officers and committees shall be such as are laid down in the charges of their office in the ritual and as specified in the National Union Constitution/By-Laws and Statutes for the Government of Lodges of the Union.

Reports

Section 8. (a) It shall be the duty of the Financial Secretary-Treasurer of the Lodge to timely prepare and forward to the National Secretary-Treasurer any and all reports required by him, including those showing all changes in membership, including withdrawals, suspensions, deaths, sickness, out-of-work, military service, disability, age and service pensions and to promptly submit all dues, fees and assessments collected by the Lodge to the National Secretary-Treasurer.

(b) Upon receipt of an application for membership on a form provided for that purpose, it shall be the duty of the Financial Secretary-Treasurer to complete the application and forward same to the National Secretary-

Treasurer with the required dues and fees. The National Secretary-Treasurer will issue the member a membership card. The membership card will be valid once the applicant has been accepted by the Lodge. In case an applicant is rejected for membership, the membership card will be returned to the National Secretary-Treasurer and the fees paid will be returned to the Lodge for return to the applicant.

Failure to Make Report

Section 9. Should any Lodge fail to timely file its reports or forward any dues, fees or assessments collected as specified in Section 8, paragraph (a) above, it shall thereby forfeit its charter after ten (10) days' notice to President and Chairperson of the Board of Trustees of the Lodge.

Charters Forfeited, Suspended, Revoked or Surrendered

Section 10. When a Lodge charter is forfeited, suspended, revoked or surrendered for any cause (except mergers), the charter, supplies, books, records, funds and other property of the Lodge shall become the property of the National Union. The officer or officers of the Lodge having in their possession funds or other property of the Lodge, shall be held responsible under his or their bonds for their transfer to the National Union.

Section 11. Members in good standing of such Lodges shall be given

the right to transfer within thirty (30) days to a Lodge of their choice (if not in violation of defined jurisdiction), and if such privilege is not exercised in the time limit allowed, the National Secretary-Treasurer shall transfer such members to such Lodge as he may designate.

President

Section 12. The President shall, when possible, preside at all meetings, regular and special, decide on all questions of law and interpret the Constitution/By-Laws, Statutes for the Government of Lodges and/or By-Laws of the Local, and on request from any member he shall settle all questions or disputes subject to appeal to the Lodge with further appeal to the National President within thirty (30) days.

Section 13. (a) The President shall appoint at the January meeting, subject to the approval of the Lodge, members of the Lodge to perform the duties of Chaplain, Sergeant-at-Arms and Inner and Outer Guards, and they shall serve at the pleasure of the Lodge.

(b) The President or officer acting as such shall appoint a majority and the Vice President or officer acting as such, a minority of all committees, provided, the President shall have the authority to remove a member from any committee for good and sufficient reasons.

Vice President

Section 14. The Vice President shall assist the President in any way directed and preside during his absence.

Recording Secretary

Section 15. The Recording Secretary shall keep the minutes of meetings, conduct all correspondence for the Lodge and render such report to the Lodge and National Union as are provided for in the National Union Constitution/By-Laws or By-Laws of the Local. He shall be custodian of the records and seal, and perform such other duties as pertain to his office.

Financial Secretary-Treasurer

Section 16. The Financial Secretary-Treasurer shall receive all dues, fines, assessments and other monies due the Lodge and keep a complete record thereof. If a member owes two (2) months dues he shall collect only full amount of dues owed, not partial payment. He shall deposit said funds in the name of the Lodge in a bank to be designated by the Lodge or the Board of Trustees. He shall disburse the funds of the Lodge in payment of the regular and authorized expenses of the Lodge requiring necessary receipts and/or documentation to substantiate such expenditures. Unusual or extraordinary expenses, those not required for the normal operation of the Lodge, shall be

referred to the Board of Trustees for consideration and its recommendations, which shall be reported to the Lodge for approval by a majority vote of the members voting at a meeting of the Lodge. No disbursements may be made by the Financial Secretary-Treasurer except on duly approved vouchers signed by the President and the Chair of the Board of Trustees. He shall keep the accounts of the Lodge, timely file all reports required by federal, state and local governments, providing a copy of DOL Form LM and IRS Form 990 to the National Secretary Treasurer, and perform such other duties as pertain to his office.

Chairperson Local Protective Committee

Section 17. (a) The Chairperson of the Protective Committee-Delegate shall appoint all members of the Protective Committee and shall report such appointments at the January meeting of the Lodge following the election in December.

(b) It shall be the duty of the Chairperson of the Local Protective Committee to enforce the agreement extant between the Union and the employer, to receive and adjust grievances referred to him under the laws of the Union and to make a report of the disposition that has been made of those matters, with the approval of his Committee. He shall handle grievances of members within the Local in accordance with the procedure prescribed in

Article 12 of these Statutes.

(c) He is also charged with the duties to see that all laws, rules, regulations, and directives, of the National Union, are strictly enforced. He shall cooperate fully with National Union Officers in enforcing agreements. He shall keep the members of the Local fully informed on matters of legislative interest to the Union and to carry out the instructions of the National Legislative Director and the National President concerning these legislative issues. He shall perform such other duties as are prescribed in the National Union Constitution/By-Laws or By-Laws of the Local.

Board of Trustees

Section 18. (a) The Board of Trustees shall provide a place for holding meetings, and shall exercise supervision over the finances and property of the Lodge. The compensation of officers and committee members for services rendered shall be recommended by the Board of Trustees, subject to approval by a majority vote of the members voting at a regular or special meeting of the Lodge. The Board of Trustees shall also consider and make recommendations to the Lodge on unusual or extraordinary expenses.

(b) The Board of Trustees shall audit the accounts of the Lodge at least once each year in the month of January, and the Chairperson of the Board shall file with the National Secretary-Treasurer on or before February 15, a

certified audit signed by at least a majority of the members of the Board. Should the Board of Trustees fail to audit and file with the National Secretary-Treasurer a certified copy of the audit, as above provided, the Lodge shall stand suspended until they have done so and the National Secretary-Treasurer will notify the Lodge. Between audits, the Board of Trustees is authorized to make periodic examination of the books and records of the financial officer. It shall also, through its Chairperson, examine and if found correct, approve all bills presented for payment.

(c) It shall also be the duty of the Chairperson of the Board of Trustees to preside at all meetings where the President, Vice President and Past President are absent.

Local Protective Committee

Section 19.(a) Any employee who considers that he or she has been dealt with unjustly by the employer, or has been otherwise aggrieved by action of the employer shall report the grievance, in writing, giving all known facts, to the Local Chairperson-Delegate having jurisdiction in the territory. If the reported grievance is considered a proper subject for investigation and adjustment, the Local Chairperson-Delegate or a member of the Protective Committee shall undertake the handling of such grievance on behalf of the complaining employee. (See Article 12 -- Handling Grievances)

(b) Should the Local Chairperson-Delegate or member of Protective Committee fail to secure a satisfactory adjustment, he shall refer the grievance to the National Representative with a full and complete statement of facts and all papers pertaining thereto.

Organization Committee

Section 20. It shall be the duty of the Organization Committee to compile a list of the names and home addresses of all eligible nonmembers, within the jurisdiction of the Lodge, if possible, and forward the list to the National President. The Organization Committee shall use every endeavor to increase the membership of its Lodge.

Local Organizers

Section 21. Lodges may, with the consent of the National President, select local Organizers and provide means for paying all expenses. Such Organizers shall be under the direction of such Lodge and under the discipline of the National President.

Community Services Committee

Section 22. It shall be the duty of the Community Services Committee to provide assistance to our members and their families, outside the workplace, implementing those policies and instructions emanating from the National

Union and the National President.

ARTICLE 5 -- DUES, FEES AND ASSESSMENTS

Section 1. Except as provided in Section 3 of this Article, the initiation fee, reinstatement fee, dues and assessments for all members of a Local Lodge shall be as established pursuant to Article 25 of the Constitution/By-Laws of the National Union.

Section 2. Lodges shall not be permitted to waive dues of any member or officer except that members on strike over two (2) weeks and who have not secured other employment shall be exempt from the payment of dues.

Section 3. No assessment shall be levied by any Lodge except by majority vote by secret ballot of the members voting, at a regular or special meeting, after reasonable notice of intention to vote upon such question, or by a majority vote of the members voting in a secret ballot referendum and subject to approval by the National President in either event.

ARTICLE 6 -- SUSPENSION

Members

Section 1. (a) Dues and assessments are due and payable on the first day of each calendar month. A member owes two months' dues and assessments

on the first day of the second month, which means that two months' dues and assessments, and not a portion thereof, must be paid on or before midnight of the last day of that month or the member will be automatically suspended. It is the responsibility of every member to know when dues and assessments are payable and pay them to an authorized representative of his Lodge within the time limits specified in this Article. No demand for payment of such dues and assessments or notice of nonpayment thereof or delinquency is necessary or required. A member who fails to pay his dues and assessments within the time limits specified in this Article is automatically suspended at 12 o'clock midnight of the last day of the second month for which he owes dues and assessments. The Financial Secretary-Treasurer shall immediately report such suspension to the National Secretary Treasurer. In cases where the suspended member is working on a position covered by a union shop agreement, notification shall promptly be made to the National President or his designee.

(b) Any individual paying an agency fee will be treated in the same manner as above set forth in this Section and Article 7 below.

ARTICLE 7 -- REINSTATEMENT

Section 1. A member suspended for non-payment of dues may apply for reinstatement upon payment of reinstatement fee plus any unpaid assessment or any unpaid dues for which he was liable under a union shop or other

agreement between the Union and his employer at the time of suspension. If the suspended member is subject to the terms and conditions of a union shop, check-off or a union security agreement between the Union and the Employer, and has been reported by the Lodge to the National President or his designee for non-compliance with the terms and conditions of such agreement the application and tender of dues and/or fees shall not be accepted unless approved by the National President, before his application can be acted upon by the Lodge. The National President may make exceptions where in his judgment exceptions are necessary to accommodate the terms and conditions of union shop or other agreements.

Section 2. A member suspended or expelled due to charges being sustained under Article 10 can only apply for reinstatement in the Lodge from which suspended or expelled.

ARTICLE 8 -- WITHDRAWAL CARDS

Section 1. (a) A member who performs no compensated service for sixty (60) consecutive days on a position in industry over which the Union claims jurisdiction (unless such member is on a leave of absence that requires agreement of the Union, retains seniority under an agreement negotiated by the Union, or, is a member receiving protective benefits, called to service in another craft pursuant to a protective agreement) due to reduction in force,

furlough, sickness, disability, or a member working in another craft in the industry where he is required to join another union under a Union Shop Agreement (unless such member is required to pay dues to the Union to retain seniority under an agreement negotiated by the Union) may, upon request to the Financial Secretary-Treasurer of the Lodge, be granted a withdrawal card free of charge, provided he has paid all dues and assessments up to and including the month in which he last received compensation under any agreement or he requests the withdrawal card, whichever is later.

(b) A member who resigns from the service of an employer, including a member who severs his employment relationship for the purpose of accepting an age annuity, may, upon request, be granted a withdrawal card, provided he has paid all dues and assessments up to and including the month in which he last received compensation under any agreement or he requests a withdrawal card, whichever is later.

Re-entering Employment

(c) A member who has been issued a withdrawal card and who is eligible for membership may apply to reinstate his membership in the Union by presenting his withdrawal card, tendering a month's dues and signing an application for reinstatement within thirty-five (35) days after his return to any position over which the Union claims jurisdiction. If the member fails to

surrender his withdrawal card, sign an application for reinstatement and pay a month's dues and assessments within thirty-five (35) days after his return, the card will become null and void and he will be required to pay the reinstatement fee necessary to reinstate his membership in the Union.

Reporting to National Secretary-Treasurer

Section 2. Immediately after the Lodge accepts the withdrawal card, it shall forward the completed application form to the National Secretary-Treasurer as provided in Article 4, Section 8(a). If the applicant is accepted as a member by the National Union, the National Secretary-Treasurer shall then issue a membership card.

ARTICLE 9 -- TRANSFER OF MEMBERSHIP

Section 1. (a) A member desiring to transfer his membership to another Lodge, under the jurisdiction of the National Union may do so by requesting transfer from his present Lodge. Lodges must grant a transfer to any member requesting same, provided he has his dues and assessments paid up to and including the month in which the request for transfer is made and provided further that such member is not under charges, and that he does not seek admission to a Lodge in violation of jurisdiction fixed pursuant to Article 13, Section 20 of the National Union Constitution/By-Laws and Article 1, Section 2 of the Statutes for the Government of Lodges.

(b) The Lodge will furnish the National Secretary-Treasurer a certificate of transfer covering the member, showing the member to be in good standing with all dues and assessments fully paid up to and including the month in which the request for transfer was made, signed by the Financial Secretary-Treasurer together with name and number of the Lodge to which the member desires to transfer.

Certificate

(c) Upon receipt of the certificate of transfer, the National Secretary-Treasurer shall complete the transfer.

ARTICLE 10 -- CHARGES, TRIALS AND PENALTIES

Violation of Principles

Section 1. A member who violates any of the policies or principles of the Union or offends against the Constitution/By-Laws or Statutes for the Government of Lodges may be reprimanded, fined, or expelled, as the laws may direct.

Charges

Section 2. (a) Charges may be brought and filed with the President of the Local Lodge by any member in good standing against any other member. Such charge should specify with reasonable particularity the alleged offense committed and that section of the Constitution/By-Laws or Statutes for the Government of Lodges under which the accused is being charged.

(b) Any Lodge, officer or member of the Union preferring frivolous, baseless, or unwarranted charges, shall be dealt with subject to the provisions of Article 13, Sections 8 and 10, of the TCU/IAM Constitution/By-Laws.

Action on Charges

Section 3. (a) The President shall, within a reasonable time after reviewing the charge, appoint a Trial Committee of the Lodge, consisting of not less than three (3) members and no more than five (5) members, with one (1) member designated as the Chairperson. Subsequent to the appointment of the Committee, the President shall furnish the Committee with the charge.

(b) The Committee upon receipt of the charge shall notify the accused by certified mail or personal delivery of the time, date and place the trial will be held and attach thereto a copy of the charge. In no event shall the trial be held less than fifteen (15) days from the date the charges were furnished to the

accused. The Committee may postpone the trial, provided, however, such adjournment should not exceed one hundred twenty (120) days from the date the charges were filed.

The Trial

Section 4 (a). The accused shall have the right to present witnesses and other evidence, to examine and cross-examine witnesses, and right to testify or not to testify.

(b) The accused has the right at the commencement of the trial to challenge any member of the Trial Committee for good cause; such challenge to be ruled on by the Lodge President.

(c) If an accused member without just cause refuses or neglects to stand trial when duly notified, the Committee may proceed with the trial in his absence, may find him guilty or guilty of contempt or both.

(d) The trial should be open to any member of the Union in good standing. The Committee is empowered to take those steps necessary to have the trial conducted in an orderly manner and to require individuals present to maintain proper decorum.

(e) The Committee shall keep minutes of these proceedings and preserve the evidence presented. Minutes should accurately reflect the proceedings, but need not be a word-for-word transcript.

(f) Where the accused or his representative is present and elects not to testify, it shall be deemed to be a plea of not guilty and the trial shall proceed.

(g) A charging or accused member may only be assisted, or advised or represented by any member of this Union in good standing.

(h) The Committee, in executive session, shall agree upon a verdict, reduce it to writing, and present it to the Lodge at its next regularly scheduled meeting and it shall be entered on the minutes. The Lodge shall determine whether the Trial Committee's verdict should be sustained and, if so, proceed to fix the penalty by majority vote, which may be a reprimand, fine or expulsion; except, however, the penalty of expulsion shall require a two-thirds majority vote of those present. If present, the accused and charging party(ies) shall withdraw from the meeting during such balloting.

(i) When the verdict is announced, it shall be entered on the minutes, and the Recording Secretary shall notify the accused in writing of the Lodge's vote by hand delivery or certified mail. Any penalty imposed shall be enforced by the President of the Lodge; however, the National President may, on his own motion or following an appeal to him, stay the penalty pending his decision on appeal.

Member Fined or Reprimanded

Section 5. A member who is fined must remit payment to the Lodge within

thirty (30) days after receiving notice thereof. If the penalty imposed is a reprimand, the member shall be summoned to attend the next regular meeting for that purpose. Failure to pay the fine or receive the reprimand shall result in the loss of the right to attend Lodge meetings, hold Union office, or obtain a withdrawal card. A member may pay any fine imposed, without in any manner affecting his right of appeal from the imposition of such fine, and if said fine be set aside on appeal, the Lodge shall immediately refund the amount of fine paid.

Appeal From Action of Lodge

Section 6. A member may appeal from the action of the Lodge to the National President on any matter covered by this Article, within thirty (30) days after being furnished with the Lodge's verdict. Appeals shall be in writing and state the grounds therefor. A copy shall be filed with the President and with the Recording Secretary of the Lodge. Upon receipt of such copy, the Recording Secretary shall at once send a certified copy of all charges, reports, evidence and other papers relating to the appeal to the National President, who shall render a decision as promptly as possible, which decision may affirm, reverse, or modify the decision appealed from. The decision of the National President may be appealed to the Executive Council under procedures set forth in Article 16 of the Constitution/By-Laws, which shall be

the final appellate step.

Readmission of Expelled Member

Section 7. A member having been expelled by action of a Lodge and not appealing there from, shall not be readmitted within less than six (6) months after such expulsion; after six (6) months, he may make application for readmission, which shall be considered and acted upon as provided for in the laws governing the admission of candidates. A member expelled for defrauding a Lodge must secure the consent of the National President, the Executive Council, and the Lodge expelling him before application for readmission to the Union will be received.

Misappropriation of Funds-Penalty

Section 8 (a). An officer or member of a Lodge who misappropriates funds of the Union, if found guilty, shall thereafter be ineligible to hold any office or to represent the Union in any capacity.

(b) No Lodge shall have authority to compromise or offer settlement with any officer or member, but shall immediately report same to the National Secretary-Treasurer. Failure to report will be sufficient cause for revocation

of the charter.

ARTICLE 11 -- RECALL OF LODGE OFFICERS

Section 1. The recall of any officer of a Lodge may be initiated by petition of a majority of the members of the Lodge, provided that in the case of the Chairperson of a Local Protective Committee the petition shall be by a majority of the members he represents. Upon the filing of such a petition with the Recording Secretary of the Lodge, the President shall institute recall proceedings in accordance with uniform rules and regulations promulgated and published by the Executive Council. Two-thirds of the members of the Lodge, or the members he represents, as the case may be, must participate in such election and a majority thereof, voting by secret ballot for the recall, shall be necessary to recall an officer.

Rules and Regulations Governing Recall of Lodge Officers

Rule 1. Proceedings to recall a Lodge officer may be instituted by petition signed by a majority of the members of a Lodge, or in the case of a Chairperson of a Local Protective Committee, by a majority of the members he represents, setting forth that the Lodge officer has been found guilty of serious misconduct under federal or state law, or under the National Union Constitution/By-Laws or Statutes for the Government of Lodges.

Rule 2. Such recall petition shall state the serious misconduct which serves as the grounds for which removal is sought, shall be signed by the members demanding recall, shall include a copy of a written finding of guilt of charges brought under the Constitution/By-Laws or Statutes for the Government of Lodges (issued pursuant to Article 13, Section 10 of the TCU/IAM Constitution/By-Laws or Article 10, Section 4(i) of the Statutes for the Government of Lodges), or a written copy of a judgment issued by a state or federal court against the officer, and shall be filed with the Recording Secretary of the Lodge.

Rule 3. The Recording Secretary shall ascertain and certify whether the petition is signed by the requisite number of qualified members as shown by the membership records of the Lodge on the date the petition is filed. He shall transmit the petition together with his certification to the President of the Lodge and shall furnish a copy thereof to the officer sought to be recalled.

Rule 4. The President of the Lodge upon receipt of a recall petition certified by the Recording Secretary as bearing the necessary number of signatures, shall appoint a committee of three (3) members to prepare and supervise the distribution of the ballot, tabulate the result and report same to the Lodge.

Rule 5. If the petition involves the President or the Recording Secretary,

the procedures indicated above shall be conducted by the Board of Trustees.

Rule 6. The officer sought to be recalled may, if he so desires, file a concise statement in answer to the grounds stated in the recall petition with the Recording Secretary within ten (10) days after the receipt of the petition.

Rule 7. In the event the officer sought to be recalled wishes to challenge whether he has been found guilty of “serious misconduct” as required in Rule 1 above, he shall file such a challenge with the Recording Secretary, who shall file the recall petition and challenge with the National President for resolution, subject to appeal to the Executive Council.

Rule 8. The recall ballot shall briefly state the reasons therefor and the answer of the officer sought to be recalled. Below this information shall be provided space for the member to indicate his choice as follows:

1. If you favor recall of (insert name of officer) place an X in this square.....☐

2. If you do not favor recall of (insert name of officer) place an X in this square.....☐

The ballot shall state the date on or before which it must be returned.

Rule 9. The recall ballot, together with necessary instructions for voting and returning the ballot, shall be mailed to each member qualified to vote at

his last known home address not less than fifteen (15) days before the closing date of the ballot. An addressed and stamped return envelope and a smaller plain envelope in which the marked ballot shall be placed and sealed, shall accompany the ballot. The return envelope shall provide space for the voter to write his name and address, which identification shall be checked to determine if the voter is entitled to cast a ballot before it is opened.

Rule 10. The election committee shall make such other arrangements, not in conflict with these Rules, as it deems necessary to insure the secrecy of the ballot.

Rule 11. The officer subject to recall shall be entitled to be present or to be represented by an observer when the envelopes are checked for voter qualification, opened and the ballots are counted.

Rule 12. The election committee shall certify to the results of the election and report same to the Lodge. All records in connection therewith shall be turned over to the Recording Secretary of the Lodge who shall preserve them for not less than one (1) year.

Rule 13. In order to recall the officer, two-thirds of the members eligible to vote must participate in the recall election, and a majority of the valid votes cast is necessary to recall the officer.

ARTICLE 12 -- HANDLING OF GRIEVANCES

Section 1. (a) The term “grievance” wherever it appears in these statutes, shall be construed as a complaint by the employee against the employer concerning application of agreements covering wages and working conditions or concerning employment relations.

(b) No member other than a member of the Local Protective Committee, the aggrieved member himself or herself, or a designated representative of the National Union (including National Representative or Assistant National Representative) shall represent any employee in any investigation, or assist in any way in adjusting grievances and any member violating this provision shall be guilty of misconduct and subject to the penalties provided by the National Union Constitution/By-Laws. Any member electing to pursue a claim on his own behalf, forfeits the right to union assistance, financial or otherwise.

(c) *Prima facie* violations of working agreements by employers may be handled by Protective Committees or the National Representative, without formal grievances having been presented by the employee. It is the duty of such representatives to see that agreements are enforced without violation by the employer or by the employees. This duty does not impose an obligation on such officers to seek out violations nor is it intended to minimize, in any way, the responsibility of an individual member to file grievances in writing.

(d) Any employee represented by the Lodge who considers that he or she has been dealt with unjustly by the employer, or has been otherwise aggrieved by action of the employer, shall report the grievance, in writing, giving all known facts, to the Local Chairperson-Delegate. If the reported grievance is considered a proper subject for investigation and adjustment, the Local Chairperson-Delegate shall undertake the handling of such grievance on behalf of a complaining member. In pursuing such adjustment, the Local Chairperson-Delegate shall first present the grievance to the official of the company having jurisdiction over such matters, and, if unsuccessful at that level, further handling shall be according to the procedures established by the National Representative. The Local Chairperson-Delegate may discuss the grievance with members of the Local Protective Committee, and designate member(s) of the Committee to assist in the handling of the grievance.

(e) No member of the Committee except the Local Chairperson or National or Assistant National Representative shall discuss with any official of the company any matters pertaining to existing grievances, unless at least one other member of said committee is present at such discussion, and any member of the Union, or employee, who having placed grievances in the hands of the Lodge, who shall personally attempt to adjust same, communicate with or reply to any communications received from any official

of the company except by instructions from the proper committee or National Representative, shall forfeit all rights to assistance from the Union in adjusting same.

(f) Any officer or member of a Lodge interfering in any matter detrimental to the successful conclusion of a grievance, shall be subject to expulsion from the Union when found guilty of such act. This Section shall not be construed to prohibit free discussion by any member of a grievance being considered at a regular meeting of a Lodge.

Section 2. (a) Any Local Chairperson-Delegate declining to handle a grievance shall, in writing, promptly so notify the employee provided the employee submitted the grievance in accordance with Section 1(d) above. Such denial should inform the employee of his right to appeal the Local Chairperson-Delegate's decision to the National Representative and of his individual rights, if any, to seek adjustment of such grievance himself, at his own expense.

(b) Upon written request timely filed by the employee who intends to appeal within the Union, the Local Chairperson-Delegate shall file with the proper officer of the employer a copy of the grievance with request for an extension of time. The employee shall be advised it is the employee's responsibility to secure any further time extensions necessary to pursue

appeals within the Union without endangering the presentation of the grievance within the time limits established by any agreement with an employer.

(c) Any appeal to the National Representative should contain a full and complete statement of facts and all papers pertaining thereto.

Section 3. (a) If the National Representative declines to handle a grievance it may be appealed to the National President. Such appeals must be sent, together with the reasons for appeal, supporting documents and correspondence, so as to be received by the National President within thirty (30) days from the date of the letter of declination from the National Representative. If an appeal is made to the National President, it will be the claimant's responsibility to request any necessary time limit extensions from the Carrier to insure that the claim could, if the internal appeal is successful, be progressed to arbitration.

(b) If the decision of the National President is unsatisfactory, it may be appealed within thirty (30) days from the date of the decision to the Executive Council, whose decision shall be final. All appeals must be filed timely and in writing. When the U.S. mail is used, the postmark will govern in determining compliance with the time limits set forth herein. If an appeal is made to the Executive Council, it will be the claimant's responsibility to

request any necessary time limit extensions from the Carrier to insure that the claim could, if the internal appeal is successful, be progressed to arbitration.

(c) Time limits shall be thirty (30) days from date of decision for each further appeal provided; when the U.S. mail is used, the postmark will govern in determining compliance with the time limits set forth herein. In no event will appeal be entertained if not received within time limits unless officer, whose decision is being appealed from, is agreeable to extension of time limits provided.

(d) In the event an appeal is sustained, the grievance shall immediately be referred to the proper officer for prompt handling as the laws may provide.

Certification

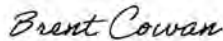
The undersigned hereby certify that the foregoing Constitution of the National Union and Statutes for the Government of Lodges are true laws of the Transportation Communications Union/IAM (TCU/IAM), as received and amended by and under the direction of the Thirty-Seventh Regular Convention of the National Union at Las Vegas, Nevada August 2026.



Charles Soukup
Chairman



Melody Wooten Strich
Secretary



Brent Cowan



Ramon Del Rio



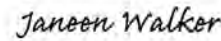
Deorsi Newell



Ryan Schebler



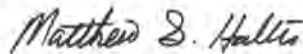
Christopher Shovein



Janeen Walker

Committee on TCU/IAM Constitution and Laws

Approved:



Matthew Hollis, National President

Attest:



Greg Kocialski, National Secretary-Treasurer

RESOLUTIONS

of the
Transportation Communications Union/IAM

The following important resolutions were adopted by the 2026 and prior Conventions.

Resolution No. 1

Submitted by Delegate Carl Lakin
BRC Assistant General President

Resolution 1 was submitted to and adopted by the delegates of the 36th Brotherhood Railway Carmen Division Convention August 2026.
It is only applicable to the BRC Division.

Resolution No. 2

Submitted by Delegate Nicholas Peluso
National Vice President

Referred to the National Union Committee on Petitions and Resolutions

Endorsing Work of TCU/IAM Advanced Training Program

WHEREAS, for more than 50 years the TCU/IAM Advanced Training Program has contracted with the Office of Job Corps of the United States Department of Labor to provide disadvantaged youth with the opportunity for free advanced training for long-term, high wage union jobs in railroad, airline and other transportation related industries; and,

WHEREAS, the TCU/IAM Advanced Training Program is national in scope with eight Job Corps Centers located throughout the United States providing courses in freight and passenger railroad, mass transit and highway as well as airline and inland waterway service, with three of our Centers also offering railcar and mechanical/carmen training; and,

WHEREAS, program graduates go on to become valued employees with a demonstrated track record of longevity in the transportation industry and

trained TCU/IAM students offer many benefits to our employer partners including employability skills, rigorous and relevant training, the understanding of the expectations and demands of the industry, safety consciousness, the importance of union representation and extensive vetting requiring that each student receive a recommendation from all staff before applying for jobs; and,

WHEREAS, our program has been developed and refined by industry experts and TCU/IAM staff to provide structure, stability and opportunity to train and prepare our students for the workplace with an excellent record of placing over 90% of our graduates in transportation industry jobs with good pay and benefits that allow entry into the American middle class; and,

WHEREAS, the largest number of TCU/IAM members are employed by Class I railroads where the TCU/IAM negotiates industry leading wages, benefits and working conditions with the National Railroad Labor Conference (NRLC); and,

WHEREAS Job Corps as a whole has come under a devastating attack by President Trump's Department of Government Efficiency (DOGE), ceasing funding and threatening to completely shut down the program;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention commends our TCU/IAM leadership as well as the Training Services Department's managers and staff for their excellent work of training and placing students in the transportation industry and fully supports our Union's continuing commitment to our nation's youth and next generation of American workers through the TCU/IAM Advanced Training Program and in cooperation with the Office of Job Corps of the United States Department of Labor.

Resolution No. 3

Submitted by Delegate Local Lodge 6185

Referred to the National Union Committee on Petitions and Resolutions

Amending Article 4, Section 3 of the TCU Statutes for the Government of Lodges

WHEREAS, the Statutes for the Government of Lodges of the Transportation Communications Union/IAM (TCU/IAM) establish uniform procedures governing the nomination and election of Local Lodge officers; and,

WHEREAS, Article 4, Section 3(a) currently provides under the heading *Nominations and Elections* that:

“Officers shall be nominated in November, elected in December, and shall be installed in the month of January following...”; and,

WHEREAS, the remaining provisions of Section 3 set forth detailed requirements regarding written acceptance of nomination, three (3) year terms of office, secret ballot procedures, notice requirements, referendum balloting by mail, tabulation by an Election Committee, reporting requirements, record retention, and procedures governing protests and appeals; and,

WHEREAS, in today’s TCU/IAM structure, many Local Lodges encompass large geographic territories spanning numerous cities and, in some instances, multiple states; and,

WHEREAS, while officer elections are conducted by secret mail referendum ballot, the proper notice, coordination, member participation, and compliance with constitutional and statutory requirements; and,

WHEREAS, moving the nomination month from November to October will provide Local Lodges with sufficient time to conduct in-person nominations in an orderly and inclusive manner while preserving the December election schedule and January installation of officers;

NOW THEREFORE BE IT RESOLVED, that Article 4, Section 3(a) of the TCU Statutes for the Government of Lodges is hereby amended by changing the month of nominations from November to October; and,

BE IT FURTHER RESOLVED, that the first sentence of Article 4, Section 3(a) shall be amended to read as follows:

“Officers shall be nominated in October, elected in December, and shall be installed in the month of January following.”; and,

BE IT FINALLY RESOLVED, that all remaining provisions of Article 4, Section 3, including procedures governing elections, notice, balloting, tabulation, reporting, retention of records, and protest and appeal rights, shall remain unchanged and in full

force and effect, and that this amendment shall be incorporated into all future printings of the TCU Statutes for the Government of Lodges upon adoption by this Convention. nomination process must be conducted in person and therefore requires additional time for

Resolution No. 4

Submitted by Delegate Matthew Hollis
National President

Referred to the National Union Committee on Petitions and Resolutions

Amending Article 13, Section 16 of the TCU Constitution/Bylaws

WHEREAS, the Constitution/Bylaws of the Transportation Communications Union/IAM (TCU/IAM) establishes the structure, authority, and responsibilities necessary for the effective governance of the Union; and,

WHEREAS, Article 13, Section 16 of the TCU Constitution/Bylaws currently provides under the heading *Clerical Help, Assistants and Field Representatives* that:

“He shall employ such clerical help and staff assistants necessary to conduct the business of his department. Such employees shall become members of the Union at the time of their employment. He shall also employ such assistants and field representatives necessary to take care of organization work and shall pay such salaries as he may deem proper subject to approval of the Executive Council. In case of emergency, he shall have authority to employ such additional help and such legal advice as may be considered necessary.”; and,

WHEREAS, the current language provides for Executive Council approval of salaries but does not expressly require advance approval of the Executive Council prior to the employment of clerical help and staff assistants; and,

WHEREAS, ensuring advance Executive Council oversight of staffing decisions promotes transparency, accountability, and sound financial stewardship consistent with the best interests of the membership;

NOW THEREFORE BE IT RESOLVED, that Article 13, Section 16 of the TCU Constitution/Bylaws is hereby amended to read as follows:

“Subject to the advance approval of the Executive Council, he may employ such clerical help and staff assistants necessary to conduct the business of his department. Such employees shall become members of the Union at the time of their employment.

He shall also employ such assistants and field representatives as may be necessary to take care of organizational work and shall pay such salaries as he may deem proper, subject to the approval of the Executive Council. In case of emergency, he shall have authority to employ such additional help and such legal advice as may be considered necessary.”; and,

BE IT FINALLY RESOLVED, that upon adoption by this Convention, the foregoing amendment shall be incorporated into the official Constitution/Bylaws of the Transportation Communications Union/IAM and reflected in all future printings and publications thereof.

Resolution No. 5

Submitted by Delegate Matthew Hollis
National President

Referred to the National Union Committee on Petitions and Resolutions

Amending Article 13, Section 17 of the TCU Constitution/Bylaws

WHEREAS, the Constitution/Bylaws of the Transportation Communications Union/IAM (TCU/IAM) establish the fiscal authority, duties, and limitations of the National President and the Executive Council; and,

WHEREAS, Article 13, Section 17 currently provides under the heading *Appropriation—Funds* that:

Section 17. (a) The National President shall have authority to appropriate such funds of the Union as may be necessary for the liquidation of the legitimate expenses of the Union, provided, however, that any unusual or extraordinary expenditure of funds shall be subject to the approval of the Executive Council.

(b) With the approval of the Executive Council he shall have authority to appropriate such funds of the Union as may in his judgment be necessary in case of strikes or lockouts.; and,

WHEREAS, the current language permits certain expenditures without uniform advance approval of the Executive Council; and,

WHEREAS, the Executive Council has a direct responsibility to provide financial oversight, transparency, accountability, and collective governance in the expenditure of Union funds; and,

WHEREAS, requiring advance approval of the Executive Council for expenditures reinforces fiduciary safeguards and promotes sound financial stewardship consistent with the best interests of the membership;

NOW THEREFORE BE IT RESOLVED, that Article 13, Section 17 of the TCU Constitution/Bylaws is hereby amended to read as follows:

Section 17. (a) The National President shall have authority to appropriate such funds of the Union as may be necessary for the liquidation of the legitimate expenses of the Union; provided, however, that all extraordinary expenditures of funds shall be subject to the advance approval of the Executive Council.

(b) In case of strikes or lockouts, the National President shall have authority to appropriate such funds of the Union as may in his judgment be necessary; provided, however, that such expenditures shall be subject to the advance approval of the Executive Council; and,

BE IT FINALLY RESOLVED, that upon adoption by this Convention, the foregoing amendment shall be incorporated into the official Constitution/Bylaws of the Transportation Communications Union/IAM and reflected in all future printings and publications thereof.

Resolution No. 6

Submitted by Delegate Local Lodge 829

Referred to the National Union Committee on Petitions and Resolutions

Supporting Continuing Education and Training for TCU/IAM Members

WHEREAS, the strength of the Transportation Communications Union/IAM (TCU/IAM) lies in an informed, educated, and well-trained membership capable of effectively representing the interests of working families; and,

WHEREAS, there is no better union dollar spent than those invested in educating our members, officers, and representatives to competently administer agreements, enforce contracts, organize unrepresented workers, and defend the rights of our membership; and,

WHEREAS, the William W. Winpisinger Education and Technology Center (W3 Center) has a comprehensive and focused curriculum that equips participants to navigate the changing workplace, advocate for their fellow members, and stand up to unfair bosses and company practices, and embodies an enduring commitment to membership training and leadership development; and,

WHEREAS, members who attend programs like those at the W3 Center return to their Local Lodges better prepared to lead, communicate effectively, and uphold the highest standards of union representation; and,

WHEREAS, the Union's Education Fund plays a vital role in ensuring access to high-quality training opportunities for members across all crafts and departments; and,

WHEREAS, expanding access to both in-person and virtual educational opportunities strengthens participation, increases accessibility, and ensures that members from all geographic regions can benefit from continuing education;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention reaffirms its strong support for continuing education and leadership development for all TCU/IAM officers and members; and,

BE IT FURTHER RESOLVED, that this Convention recognizes and commends the outstanding work of the William W. Winpisinger Education and Technology Center and its staff for their dedication to preparing the next generation of union leaders; and,

BE IT FURTHER RESOLVED, that the Convention shall continue the long-standing practice of prioritizing funding and participation in educational programs through the Education Fund, recognizing that investment in member education yields lasting returns for our Union; and,

BE IT FINALLY RESOLVED, that TCU/IAM shall continue to promote and expand educational opportunities—both virtual and in person—to ensure that every officer and member has access to the knowledge and training necessary to protect contracts, strengthen solidarity, and advance the mission of our Union.

Resolution No. 7

Submitted by Delegate Gregory Kocialski
National Secretary-Treasurer

Referred to the National Union Committee on Petitions and Resolutions

Election – National Officers

WHEREAS, the TCU Executive Council has a fiduciary responsibility to protect the funds of the Union diligently; and,

WHEREAS, in furtherance of those efforts, the National President, with full support of the Executive Council, has reduced the number of National Vice Presidents from six (6) to four (4), and a conforming amendment to Article 10, Section 1 of the TCU/IAM Constitution/By-Laws has been proposed for consideration by the Delegates; and,

WHEREAS, an amendment to Article 10, Section 5 of the TCU/IAM Constitution/By-Laws is also required to reflect any permanent reduction in the number of National Vice-Presidents;

NOW THEREFORE BE IT RESOLVED, that the delegates to this 37th National Convention of TCU/IAM amend Article 10, Section 5 of the TCU/IAM Constitution/By-Laws to read:

Section 5. The National President shall appoint a sufficient number of tellers to receive and count the votes; a majority of all votes cast shall be necessary to elect and should there be no choice on the first ballot, the candidate receiving the lowest number of votes or less than ten percent (10%) of the total votes shall be dropped and so on with each succeeding ballot, until the choice is made. Any ballot that does not carry a vote for three (3) National Vice Presidents at-large positions shall be declared illegal.

Resolution No. 8

Submitted by Delegate Local Lodge 6825

Referred to the National Union Committee on Petitions and Resolutions

Endorsing and Defending the Federal Employers' Liability Act

WHEREAS, the Federal Employers' Liability Act (FELA) was enacted because of the extreme dangers of death or dismemberment inherent in railroad work and national scope of same, and to provide the right of railroad employees injured, sickened or killed in the course of their employment through an employer's negligence to sue the employer with the right of a trial by jury for full damages; and,

WHEREAS, FELA allows an injured rail worker to be made financially whole for all their losses, unlike state workers' compensation programs that limit recovery to an arbitrary and often inadequate dollar amount; and,

WHEREAS, FELA serves as a major incentive for railroads to cooperate with rail unions to prevent injuries by instituting effective safety policies and creating safe workplaces;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention urges the National President and the Legislative Department to continue their vigorous opposition to any attempt by rail carriers and politicians to weaken or repeal FELA.

Resolution No. 9

Submitted by Delegate Local Lodge 1277

Referred to the National Union Committee on Petitions and Resolutions

Supporting Guide Dogs of America | Tender Loving Canines

WHEREAS, for more than 70 years Guide Dogs of America (International Guiding Eyes, Inc.) has matched thousands of individuals who are blind or visually impaired with highly trained guide dog partners, empowering them to live with greater independence, mobility, and dignity; and,

WHEREAS, the demand for highly qualified service dogs continues to grow across the United States, reflecting the increasing need for assistance among individuals with disabilities, Veterans, and children with special needs; and,

WHEREAS, in January 2020, Guide Dogs of America merged with Tender Loving Canines (TLC), expanding its mission and capacity to provide service dogs not only to individuals who are blind or visually impaired, but also to Veterans, children with Autism, and organizations in need of Facility Dogs; and,

WHEREAS, Guide Dogs of America | Tender Loving Canines provides its life-changing dogs and comprehensive training programs at no cost to recipients, relying on charitable contributions and community support to fulfill its mission; and,

WHEREAS, the labor movement has a long-standing tradition of supporting charitable initiatives that improve the lives of working families, Veterans, and individuals with disabilities; and,

WHEREAS, supporting organizations such as Guide Dogs of America | Tender Loving Canines reflect the core union values of solidarity, service, and commitment to community;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention expresses its strong support for the mission and work of Guide Dogs of America | Tender Loving Canines in providing expertly trained guide and service dogs to individuals in need; and,

BE IT FURTHER RESOLVED, that the TCU/IAM encourages its members and Local Lodges to promote awareness of and voluntary support for Guide Dogs of America | Tender Loving Canines through educational, fundraising, and community engagement efforts; and,

BE IT FINALLY RESOLVED, that this Convention reaffirms the Union's commitment to standing in solidarity with charitable organizations whose work enhances independence, opportunity, and quality of life for individuals and families across the nation.

Resolution No. 10

Submitted by Delegate Gregory Kocialski
National Secretary-Treasurer

Referred to the National Union Committee on Petitions and Resolutions

International Transport Workers' Federation

WHEREAS, the delegates to the 1971 Grand Lodge Convention and the delegates to all subsequent Conventions have unanimously adopted resolutions endorsing and supporting our Union's activities in the field of international affairs; and,

WHEREAS, our Union has a long-standing commitment to the international labor movement and plays an essential role in supporting the aspirations for a better life for working people, particularly those in the transportation industry, throughout the world; and,

WHEREAS, many multinational corporations, including many American railroad and airline companies, have engaged in globalization, subjecting American transportation workers to the downturns in the global economy; and,

WHEREAS, because of corporate greed, multinational corporations have exploited low-wage workers through the outsourcing of American jobs abroad to the lowest bidder, and have profited from the repression of basic freedoms to unionize and strike for better wages and working conditions in total disregard for the public good both here and abroad; and,

WHEREAS, it is in the interest of American workers to promote a free trade union movement in every country on earth to raise the standard of living for our brothers and sisters, and to fight for social justice to preserve and protect our own hard-fought gains in this country;

NOW THEREFORE BE IT RESOLVED, that this 36th National Convention of TCU/IAM reaffirms resolutions and policies adopted at previous Conventions calling for an active Union role in international labor affairs; and,

BE IT FURTHER RESOLVED that the National President should have the discretion to continue to participate in international affairs and to have National Officers represent our Union and our members at ITF Congresses and other global meetings whenever he believes it to be in the interests of the TCU/IAM and its members.

Resolution No. 11

Submitted by Delegate Local Lodge 1315

Referred to the National Union Committee on Petitions and Resolutions

Machinists Nonpartisan Political League

WHEREAS, TCU/IAM's political involvement on behalf of our members' interests through the TCU/IAM's Machinists Nonpartisan Political League (MNPL), which is a political action committee, is essential to protect and advance our hard fought legislative gains including Railroad Retirement, Social Security and other laws that protect the health and safety of our members by helping to elect candidates for public office that are friendly to the interests of labor and working class Americans regardless of their party affiliation; and,

WHEREAS, Presidential appointments to the National Mediation Board, Presidential Emergency Boards, the National Labor Relations Board, the Federal Railroad Administration and other federal agencies directly impact our members' livelihoods and our ability to secure and improve wages, rules and safe working conditions at the bargaining table; and,

WHEREAS, union funds have not and cannot be used for contributions to political campaigns, however, we can financially contribute on a nonpartisan basis to candidates who are friendly to the TCU/IAM and organized labor's interests through voluntary donations to the MNPL; and,

WHEREAS, without sufficient funding for MNPL, we will be unable to help our friends in Congress who are often opposed by anti-union groups and corporate interests with virtually unlimited funds who support candidates opposed to all that the TCU/IAM and organized labor stand for; and,

WHEREAS, the attack on the collective bargaining rights of our members and basic right to belong to a union is ongoing at the Federal, State and Local levels, where extreme far right groups reminiscent of railroad barons from 150 years ago have introduced legislation proposing to repeal the rights of all unionized workers, which is union busting plain and simple and designed to undermine the hard-fought gains of the unionized American workforce and must be opposed; and,

WHEREAS, the TCU/IAM Legislative Department and the IAM Legislative Department, with the voluntary contributions raised from our membership through our

MNPL, is the most effective way to protect, preserve, and enhance our wages, rules, working conditions, pensions and health care against the onslaught of these attacks; and,

NOW THEREFORE BE IT RESOLVED THAT, this 37th National Convention is committed to continue working to support and strengthen our MNPL program; and

BE IT FURTHER RESOLVED THAT, we call on every National Officer, National Representative, Assistant National Representative, Delegate, National Union staff and Outer Guard, except those Outer Guards who are retired, to this Convention, to make a voluntary \$100.00 contribution to MNPL to be deducted by the National Secretary-Treasurer from your TCU/IAM per diem or expenses, and that every retired outer guard and guest officially invited by the National Union and TCU/IAM Training Services' staff members here in attendance at the Convention make a voluntary \$50.00 contribution to MNPL to be deducted by the National Secretary-Treasurer from your TCU/IAM expenses; and,

BE IT FINALLY RESOLVED THAT, we all, as representatives of this organization, redouble our efforts to support, promote and improve MNPL by, upon returning to your work site, establish an MNPL Committee which shall canvas the worksite(s) signing up members for contributions to MNPL with special emphasis given to signing up newly-hired members at the time they are asked to join the union and that support for MNPL should be promoted at every union meeting and function.

Resolution No. 12

Submitted by Delegate Local Lodge 802

Referred to the National Union Committee on Petitions and Resolutions

Establishing and Expanding Paid Parental Leave Protections for TCU/IAM
Members

WHEREAS, the members of the Transportation Communications Union/IAM (TCU/IAM) are dedicated professionals whose work sustains the nation's railroads and related transportation industries; and,

WHEREAS, strong families are the foundation of strong unions, and providing meaningful parental leave supports the health, stability, and economic security of working families; and,

WHEREAS, the birth, adoption, or placement of a child is a significant life event requiring time for bonding, caregiving, and recovery, and adequate paid parental leave improves outcomes for parents, children, and employers alike; and,

WHEREAS, access to paid parental leave promotes employee retention, improves morale, enhances productivity, and reflects modern workplace standards consistent with industry-leading collective bargaining agreements; and,

WHEREAS, TCU/IAM has historically negotiated industry-leading wages, benefits, and working conditions with major carriers and continues to advocate for policies that strengthen members' quality of life; and,

WHEREAS, many TCU/IAM members currently face inconsistent or insufficient parental leave protections depending upon employer, craft, or bargaining agreement;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention affirms that paid parental leave is a fundamental workplace protection that promotes family unity, gender equity, and economic security for all members; and,

BE IT FURTHER RESOLVED, that the TCU/IAM shall prioritize the negotiation and expansion of paid parental leave benefits in collective bargaining agreements, including leave for birth, adoption, foster placement, and other legally recognized parental circumstances; and,

BE IT FURTHER RESOLVED, that the TCU/IAM shall advocate for uniform, equitable, and meaningful paid parental leave standards that provide sufficient duration, income protection, and job security for all eligible members; and,

BE IT FINALLY RESOLVED, that this Convention directs the National President to support legislative, regulatory, and collective bargaining efforts, where practicable, that expand access to paid parental leave and strengthen protections for working families across the transportation industry.

Resolution No. 13

Submitted by Delegate Matthew Hollis
National President

Referred to the National Union Committee on Petitions and Resolutions

Personnel

WHEREAS, the TCU Executive Council has a fiduciary responsibility to protect the funds of the Union diligently; and,

WHEREAS, in furtherance of those efforts, the National President, with full support of the Executive Council, has reduced the number of National Vice Presidents from six (6) to four (4);

NOW THEREFORE BE IT RESOLVED, that the delegates to this 37th National Convention of TCU/IAM amend Article 2, Section 2 of the TCU/IAM Constitution/By-Laws to read:

Section 2. The National Union shall consist of a National President, National Secretary-Treasurer, four (4) National Vice Presidents, who shall constitute the Executive Council, and delegates, as hereinafter provided, all of whom shall be entitled to a voice and vote on all matters coming before the sovereign body except as otherwise provided by applicable law.

*NOTE: For convention purposes, the Carmen Division's Assistant General President and General Vice Presidents shall have the same rights and privileges as a National Officer.

Resolution No. 14

Submitted by Delegate Nicholas Peluso
National Vice President

Referred to the National Union Committee on Petitions and Resolutions

Reduction of National Vice Presidents

WHEREAS, the National President, with full support of the Executive Council, has reduced the number of National Vice Presidents from six (6) to four (4);

NOW THEREFORE BE IT RESOLVED, that the delegates to this 37th National Convention of TCU/IAM amend Article 10, Section 1 of the TCU/IAM Constitution/By-Laws to read:

Section 1. The National President shall be elected on one (1) ballot; the National Secretary-Treasurer shall be elected on one (1) ballot; three (3) National Vice Presidents at-large shall be elected on one (1) ballot; by the National Convention at its regular session. The fourth National Vice President shall be elected by the Carmen Division in accordance with Section 2 of this Article.

Terms of office to commence on September 1, following each regular Convention.

Resolution No. 15

Submitted by Delegate Local Lodge 1908

Referred to the National Union Committee on Petitions and Resolutions

Funding for Social Security and Medicare

WHEREAS, many TCU/IAM members are employed in non-railroad industries or for non-carriers and are covered by the Social Security System; and,

WHEREAS, even TCU/IAM members employed by railroads who are covered by Railroad Retirement are also affected by changes to Social Security; and,

WHEREAS, all TCU/IAM members, regardless of their employer, contribute to and depend on the nation's Medicare health insurance system to provide them with medical coverage upon their retirement; and,

WHEREAS, some Republicans in Congress have proposed raising the retirement age for Social Security and Medicare as well as tying COLA increases to Chained CPI and changing Medicare to a voucher system; and,

WHEREAS, any increase to the Social Security and Medicare retirement age, or any reduction in the COLA formula, threatens the ability of our members to retire with dignity and threatens the viability of our legislated Railroad Retirement benefits and Early Retirement health insurance plans;

NOW THEREFORE BE IT RESOLVED, TCU/IAM will continue to work with the AFL-CIO, the Alliance for Retired Americans, the National Association of Retired and Veteran Railway Employees, and other allies to defend the programs our retirees paid into all their working lives and fully deserve, including Social Security, Railroad Retirement, and Medicare; and,

BE IT FURTHER RESOLVED, that this 37th National Convention goes on record in strongly opposing any increase in the Social Security retirement age, the application of Chained CPI to the COLA formula, cuts to Medicare benefits in any form, and any other legislative proposals that would result in a net reduction in benefits for current or future TCU/IAM retirees and their families and the TCU/IAM National President should continue his vigorous advocacy on behalf of the TCU/IAM with all like-minded groups, to mobilize against all such attacks on our Social Security retirement system.

Resolution No. 16

Submitted by Delegate Local Lodge 6760

Referred to the National Union Committee on Petitions and Resolutions

Technology, Social Media, and Communication

WHEREAS, this 37th National Convention recognizes that a union of the 21st Century must be technologically advanced and able to communicate in real time with its officers and members on all events and issues affecting their working lives to keep pace with the rapidly changing conditions in the industries in which they are employed; and,

WHEREAS, TCU/IAM's National President has made it a top priority to promptly and regularly keep our officers and members informed of all important developments by providing fast and accurate information about their contracts, grievances, union achievements, and laws that affect their livelihoods; and,

WHEREAS, modern social media allows Union representatives and members to communicate and openly discuss and advocate in real time for the important issues facing members and working families today; and,

WHEREAS, studies have shown that more than 73% of Americans have a presence on social media, and because social media allows unions to reach a large number of members with different messages in a variety of formats throughout the day, it is a powerful tool for building relationships and increasing member engagement; and,

WHEREAS, TCU/IAM has emphasized the critical importance of keeping our members informed of all important developments and has greatly expanded its presence on social media, including Facebook, Twitter, and Instagram, and Local Lodges should be encouraged to do the same; and,

WHEREAS, TCU/IAM has an overall interest and responsibility in ensuring all members remain up to date and informed of the happenings and developments occurring in our union.

NOW THEREFORE BE IT RESOLVED, that all Local Lodge Officers are encouraged to utilize social media platforms like Facebook, Twitter, and Instagram

where the TCU/IAM has a presence, and educate and encourage their members to utilize these communication platforms as well; and,

BE IT FURTHER RESOLVED, that all Local Lodge officers should strongly encourage their members to furnish their updated email addresses to TCU/IAM so they can receive timely and important communications directly from the Union; and,

BE IT FURTHER RESOLVED, that all Local Lodge officers contact the TCU/IAM Communications Department to report important lodge-related news, meetings, and photos of officers and members working, meeting, and socializing to share on social media; and,

BE IT FURTHER RESOLVED, that every Local Lodge is encouraged to establish a committee to promote the use of technology, social media, and broader communication at the Local Lodge level and to establish a strong presence on these platforms; and,

NOW BE IT FINALLY RESOLVED, that all Local Chairmen at this Convention will personally deliver a copy of this Resolution to all officers of their Local Lodges and ensure that this resolution is read into the minutes of a Local Lodge meeting.

Resolution No. 17

Submitted by Delegate Brian Soderstrom
National Vice President

Referred to the National Union Committee on Petitions and Resolutions

Transfers

WHEREAS, Delegates at the 2022 National Convention amended Article 2, Section 4 of the TCU/IAM Statutes for the Government of Lodges; and,

WHEREAS, Article 9, Section 1 (d) was inadvertently left in the Statutes; and,

WHEREAS, Article 9, Section 1 (d) now stands in conflict with Article 2, Section 4;

NOW THEREFORE BE IT RESOLVED, that the delegates to this 37th National Convention of TCU/IAM amend Article 9, Section 1 (d) of the TCU/IAM Statutes for the Government of Lodges by eliminating it in its entirety.

Resolution No. 18

Submitted by Delegate Local Lodge 6832
Referred to the National Union Committee on Petitions and Resolutions

Federal Railroad Administration

WHEREAS, the Federal Railroad Administration (FRA) has the responsibility to ensure that our Nation's railroads are safe, and to monitor railroad compliance with federally-mandated safety standards, and employs over 400 safety inspectors operating out of eight Regional offices throughout the country, with authority to ensure that rail equipment is in compliance with FRA-mandated regulations through regular FRA inspections; and,

WHEREAS, rail carriers have engaged in an ongoing campaign to undermine rail worker safety by lobbying for the rewriting and watering down of laws governing the regulatory process, including limiting the FRA's enforcement authority; and,

WHEREAS, rail carriers continue to subvert work performed by certified Carmen by applying for waivers of compliance with federal regulations that would undermine or eliminate brake testing requirements, and instead rely heavily (or solely) on untested, unproven computerized systems and mechanisms; and,

WHEREAS, the TCU/IAM must continue to aggressively pursue an agenda that stops the harassment and intimidation of employees, addresses worker fatigue, mandates certification for Carmen, increases the number of inspectors, and insists upon the accurate reporting of accidents and incidents; and,

WHEREAS, the TCU/IAM and the Carmen Division will continue to be a leading voice for rail safety, and will continue to pressure government agencies and Congress for a safer rail industry; and,

WHEREAS, the General President of the Carmen Division commends the National President and TCU/IAM's Legislative Department for their diligent efforts in helping our Carmen Division monitor FRA's enforcement of the federal regulations and rail safety laws, and their ongoing efforts to achieve meaningful rail safety legislation and give voice to our members on Capitol Hill;

NOW THEREFORE BE IT RESOLVED, that the TCU/IAM National President and the Legislative Department continue to work with our Carmen Division to designate Carmen as the proper qualified persons to perform rail mechanical and air brake inspections, monitor the FRA's enforcement of federal rail safety laws, push

back against any deregulatory agenda from Congress that would undermine current safety laws, and threaten the lives and careers of our members.

Resolution No. 19

Submitted by Delegate Local Lodge 500

Referred to the National Union Committee on Petitions and Resolutions

Defending and Promoting Railroad Retirement

WHEREAS, the Railroad Retirement system is unique in that it was created by federal law to provide comprehensive retirement, survivor, and unemployment-sickness benefit programs for the nation's railroad workers and their families. In fiscal year 2024, Railroad Retirement paid out nearly \$14.6 billion in retirement benefits to approximately 498,000 beneficiaries, and approximately \$92.4 million in unemployment and sickness benefits to 16,000 claimants; and,

WHEREAS, the average annuity to career railroaders (age 60 with 30 years of service), including Tier I benefits, which are the equivalent of Social Security, and Tier II pension benefits, was approximately \$4,775 a month, compared to \$2,535 under Social Security, with even a greater financial disparity when spousal benefits are included; and,

WHEREAS, unlike the Social Security Trust Fund, the Railroad Retirement is stable for the next 75 years largely because the National Railroad Investment Trust (NRRIT) is permitted by law to prudently invest trust funds in equity markets, thereby enabling much larger returns. The risk associated with investing these funds is managed by maintaining a reserve fund in case the market dips, and by applying a variable tax rate on employers that is triggered if funding goes too low; and,

WHEREAS, in 2001, the TCU/IAM was the lead negotiator on legislation that lowered the retirement age for rail workers to 60 with 30 years of service and reformed the railroad retirement system to ensure its solvency and financial stability; and,

WHEREAS, the Railroad Retirement and Survivors' Improvement Act of 2001 was the greatest achievement for rail workers in nearly a century which affected over one million active and retired railroaders, and ensured the longevity of Railroad Retirement for hard-working rail workers for decades to come;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention pledges to continue TCU/IAM's leadership role in defending the Railroad Retirement system with unemployment and sickness protections for future generations, and to ensure that the Railroad Retirement Board will always have the resources it needs to deliver retiree benefits and modern services to our retirees and deserving members for years to come.

Resolution No. 20

Submitted by Delegate Local Lodge 1295

Referred to the National Union Committee on Petitions and Resolutions

Advancement of Juneteenth as a Holiday in Collective Bargaining

WHEREAS, June 19th, known as Juneteenth, commemorates the day in 1865 when enslaved African Americans in Galveston, Texas were finally informed of their freedom, more than two years after the issuance of the Emancipation Proclamation; and

WHEREAS, Juneteenth represents a powerful symbol of freedom, justice, and the ongoing struggle for equality and civil rights in the United States; and

WHEREAS, the labor movement has long stood in solidarity with the fight for civil rights, recognizing that economic justice and racial justice are fundamentally interconnected; and

WHEREAS, the recognition of Juneteenth provides an opportunity to educate union members about the historical struggles for freedom, equality, and workers' rights, while reaffirming our commitment to dignity and respect for all workers; and

WHEREAS, the observance of Juneteenth strengthens unity within the labor movement by honoring the diverse history and contributions of African American workers to the industries we represent and to the broader labor movement;

THEREFORE, BE IT RESOLVED, that this Convention encourages all Local Lodges to recognize and observe Juneteenth each year as an important day of reflection, education, and celebration of freedom; and,

BE IT FURTHER RESOLVED, that the TCU/IAM will support educational initiatives, programs, and communications that highlight the historical significance of

Juneteenth and its connection to the ongoing struggle for equality and workers' rights; and,

BE IT FINALLY RESOLVED, that this 37th Convention reaffirms the labor movement's commitment to justice, equality, and solidarity among all workers, and fully supports our National President's mandate that because of its historical significance and the compelling need of our hard-working members to have an additional paid day of rest, reflection and celebration with their families, that going forward every TCU/IAM Section 6 Notice or other comprehensive bargaining demand shall contain a proposal that Juneteenth be added to every collective bargaining as an additional paid holiday.

Resolution No. 21

Submitted by Delegate Local Lodge 5101

Referred to the National Union Committee on Petitions and Resolutions

Promoting Union Organizing

WHEREAS, the rail industry, which once employed more than a million Americans during World War II, had employment fall to around 153,000 employees in 2025; and,

WHEREAS, factors contributing to this decline include industry consolidation, new technologies, increased productivity, and the significant reduction in freight service due to a decline in the transport of commodities like coal, and other negative factors which have reduced the employment levels in this industry; and,

WHEREAS, the ability to service our existing membership and protect our hard-earned gains at the bargaining table and legislatively, like Railroad Retirement, depends on our continuing overall financial and numerical strength; and,

WHEREAS, it is undisputed that union membership results in higher wages, better retirement and health care benefits, safer workplaces, and better working conditions for workers; and,

WHEREAS, the IAM has always stressed the importance of organizing to its locals and the AFL-CIO has made the organizing of new members a top priority for the entire labor movement; and,

WHEREAS, the majority of American workers remain unorganized, including 20,000 employed by 603 short line railroads and thousands of others in the rail industry and in jobs associated with the rail industry, like intermodal and contract shops;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention reaffirms, authorizes, and fully supports our National President's renewed emphasis and prioritization of organizing the unorganized by initiating union organizing campaigns, wherever, in his opinion, they can be successful and at a cost that the National President, with approval of the Executive Council, believes appropriate.

Resolution No. 22

Submitted by Delegate Katrina Coleman
National Vice President

Referred to the National Union Committee on Petitions and Resolutions

Promoting Women in the Workplace

WHEREAS, women have been a part of our nation's workforce for more than 100 years and members of this Union for nearly as long, and currently represent a significant percentage of the TCU/IAM membership; and,

WHEREAS, the Department of Labor's Women's Bureau, which recently celebrated its 100th Anniversary, was created by law in 1920 in response to the dangerous and low-wage sweatshop conditions women were forced to endure in the clothing, textile, and other industries, which were among the few industries employing women at the time; and,

WHEREAS, after 100 years, the Women's Bureau continues to advocate for standards and policies that promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment; and,

WHEREAS, since the last century much progress toward worker equality has been made with women today making up over 47% of our nation's workers and about half of TCU/IAM's Local Lodge officers and representatives and, in addition, a number of the elected Delegates to this Convention are women, all of whom deserve to be recognized for their hard work and contributions; and, the

WHEREAS, today the TCU/IAM continues its work to protect the interests of working men and *women* and advocate for their equality and economic security by demanding that our collective bargaining agreements mandate equal pay for equal work regardless of sex, race, or ethnicity; and,

WHEREAS, despite our progress toward true equality, we must acknowledge that women, particularly in their role as Union representatives, confront greater challenges from male management when fulfilling their representational duties, and are sometimes subjected to sexually derogatory and belittling jokes and comments, and are sometimes held to a higher standard of proof when advocating for a grievant; and,

WHEREAS, all of our representatives must be treated equally, and this Union will stand for no less; and,

WHEREAS, in recognition of the special problems confronted by our women members and representatives, TCU established a formal committee of women representatives with the goal of sharing concerns about management's treatment of female employees and representatives, and to educate our members' employers about these issues so they can be addressed;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention of the TCU/IAM congratulates the Women's Bureau of the United States Department of Labor for its progress in achieving equality in the workplace; and,

BE IT FURTHER RESOLVED, that this Convention commends our women representatives for their hard work and further supports our National President's commitment to the TCU/IAM Committee on Women in the Workplace and encourages its educational goals of achieving greater equality of treatment of women workers and women union representatives by company management; and,

BE IT FINALLY RESOLVED, that the TCU/IAM shall continue to be committed to promoting gender equality in the workplace and, towards that goal, shall include gender inclusive language in all Section 6 notices going forward.

Resolution No. 23

Submitted by Delegate Local Lodge 626

Referred to the National Union Committee on Petitions and Resolutions

Support for Commuter Railroads

WHEREAS, TCU/IAM represents thousands of members at transit agencies and commuter railroads, including Los Angeles MTA; Metra in Chicago; Metro North, Long Island Railroad, and MTA in New York; New Jersey Transit; SEPTA in Philadelphia; and the commuter operator in Boston; and,

WHEREAS, Commuter railroads are vital to our nation because they support economic stability, workforce mobility, environmental sustainability, and national infrastructure resilience and are critical to the economies and populations of the cities they serve; and,

WHEREAS, Commuter rail systems move millions of workers into urban centers every day, connecting residential communities to business districts, airports, hospitals, government facilities, and industrial hubs; and,

WHEREAS, increasingly, politicians from both parties have targeted the wages and benefits of public workers, including our transit and commuter members;

NOW THEREFORE BE IT RESOLVED, that this 37th National Convention commends and encourages the TCU/IAM to continue our efforts to secure the highest level possible of federal, state, and local funding for transit and commuter operations, which is necessary now more than ever, and that agencies be given the freedom to use capital funds for operating needs; and,

BE IT FURTHER RESOLVED, that TCU/IAM's Legislative Department continues its effective lobbying efforts to beat back all attempts by Congress to weaken the worker protection provisions of Section 13c of the Federal Transit Act; and,

BE IT FINALLY RESOLVED, that TCU/IAM continue to lead the way in achieving excellent transit and commuter contracts for our members.

Resolution No. 24

Submitted by Delegate Local Lodge 491

Referred to the National Union Committee on Petitions and Resolutions

Union Privilege

WHEREAS, the AFL-CIO's Union Privilege Program was created in 1986 by the AFL-CIO to pool the resources of millions of union members throughout the United States to develop benefits and services which are beyond the reach of an individual worker; and,

WHEREAS, Union Privilege delivers tangible, everyday value to union members while strengthening solidarity, financial stability, and the broader labor movement, and successfully uses the leverage of millions of union members nationwide to provide not only workplace representation but also real economic benefits outside of work, with the help of professional staff to ensure the highest quality programs offered; and,

WHEREAS, for many members, especially working- and middle-income families, access to responsible financial tools can mean lower borrowing costs, safer alternatives to predatory lenders, and emergency financial relief; and,

WHEREAS, when members see real, measurable benefits attached to their membership, it increases engagement and reinforces the collective identity of the labor movement; and,

WHEREAS, TCU/IAM's Union Privilege programs help answer the question, "What does my union do for me?" with something concrete and personal, and unlike many commercial programs, are governed and structured to align with labor values;

NOW THEREFORE BE IT RESOLVED, that this Convention reaffirms its support for the AFL-CIO Union Privilege Program and continues to actively promote its benefits to the membership as an integral component of strengthening union families and advancing the mission of organized labor.

BE IT FURTHER RESOLVED, that TCU/IAM continues to participate in Union Privilege and keeps TCU/IAM members informed about the Union Privilege programs available to them.

Resolution No. 25

Submitted by Delegate Matthew Hollis
National President

Referred to the National Union Committee on Petitions and Resolutions

Artificial Intelligence

WHEREAS, TCU/IAM represents workers across multiple crafts whose work, skills, and livelihoods are expected to be affected by rapid advances in artificial intelligence, automation, and algorithmic systems; and,

WHEREAS, recognizing the importance of preparing for these developments, the Executive Council established the Artificial Intelligence Committee on August 6, 2025, to monitor technological developments, assess their impact on the membership, and develop strategies to protect bargaining-unit work; and,

WHEREAS, the Committee recommended that the TCU/IAM must proactively prepare to address artificial intelligence and automation through coordinated action, collective bargaining, legislative advocacy, organizing, and education; and,

WHEREAS, the Committee emphasized the importance of continued monitoring, coordinated efforts with Labor, research, and communication so that the TCU/IAM remains prepared to address future technological developments;

NOW THEREFORE BE IT RESOLVED, that TCU/IAM shall continue to study and monitor developments related to artificial intelligence and automation and develop appropriate strategies in order to protect the interests of the membership; and,

BE IT FURTHER RESOLVED, that the Artificial Intelligence Committee shall continue as a standing committee of the TCU/IAM, assigned as needed, with appropriate staff support and coordination with relevant departments to assist the TCU/IAM in preparing for technological changes affecting our members; and,

BE IT FURTHER RESOLVED, that TCU/IAM shall, where practical, coordinate its efforts with the broader Labor Movement, including the AFL-CIO and affiliated unions, to share information, develop common strategies, and pursue collective action to address the challenges and opportunities presented by artificial intelligence and automation in the workplace; and,

BE IT FURTHER RESOLVED, that TCU/IAM shall pursue enforceable collective bargaining protections addressing artificial intelligence and automation, including advance notice, transparency, and bargaining rights prior to the implementation of such technologies; and,

BE IT FURTHER RESOLVED, that TCU/IAM shall advocate for practical federal and state legislation and appropriate regulatory standards addressing the impact of artificial intelligence and automation on workers in rail, transit, and related industries, including but not limited to measures promoting transparency, advance notice, and meaningful human oversight in the use of such technologies; and,

BE IT FURTHER RESOLVED, that the TCU/IAM is committed to organizing efforts in classifications and industries where human skill, judgment, safety responsibility, and physical work remain essential and less susceptible to automation, while also pursuing opportunities for training, upskilling, and organizing new bargaining-unit work created through the development, implementation, oversight, and maintenance of emerging technologies; and,

BE IT FURTHER RESOLVED, that TCU/IAM shall promote the education and training of its representatives and membership regarding artificial intelligence, automation, and related technological developments so that they are better prepared to recognize potential threats to bargaining-unit work and to effectively represent and protect the interests of our members;

NOW, BE IT FINALLY RESOLVED, that the TCU/IAM National President with the support of the Executive Council shall provide continuing oversight, guidance, and direction to ensure that the TCU/IAM's strategy addressing artificial intelligence and automation remains active, coordinated, and effective, so that TCU/IAM remains prepared to confront technological change and to safeguard the work, rights, and livelihoods of its members.

Resolution No. 26

Submitted by Delegate Local Lodge 6787

Referred to the National Union Committee on Petitions and Resolutions

Increasing MetLife Insurance for Retirees

WHEREAS, the Transportation Communications Union has long recognized the importance of providing meaningful benefits to its retired members in recognition of their years of dedicated service; and

WHEREAS, the current MetLife insurance benefit for active members is \$20,000, while the corresponding benefit for retirees is significantly lower at \$2,000; and

WHEREAS, this disparity does not adequately reflect the value of retirees' contributions nor provide sufficient financial support to their beneficiaries; and

WHEREAS, increasing the retiree insurance benefit to a level proportionate to that of active members would demonstrate the Union's continued commitment to its retired membership;

THEREFORE, BE IT RESOLVED, that the Transportation Communications Union shall, at the next available opportunity, pursue and advocate for an increase in the MetLife insurance policy benefit for retirees to an amount equal to one-half (1/2) of the active members' benefit, which based on the current level of \$20,000 would establish a retiree benefit of \$10,000; and

BE IT FURTHER RESOLVED, that such retiree benefit shall be structured to automatically adjust to remain at one-half (1/2) of any future increases in the active members' MetLife insurance policy benefit; and

BE IT FINALLY RESOLVED, that the representatives of the Union are directed to take all necessary steps to advance this objective in negotiations and through all available means.

Resolution No. 27

Submitted by Delegate Katrina Coleman
National Vice President

Referred to the National Union Committee on Petitions and Resolutions

Gender-Inclusive Language

WHEREAS, the Transportation Communications Union/IAM Constitution/By-Laws and Statutes for the Government of Lodges currently contain numerous references to the title “Chairman”; and

WHEREAS, the term “Chairman” does not reflect the full diversity of the Union’s membership or leadership; and

WHEREAS, the use of gender-neutral terminology promotes inclusivity, equality, and respect for all members regardless of gender; and

WHEREAS, many labor organizations and governing bodies have modernized their language to reflect these values without altering the intent, authority, or function of the positions described;

THEREFORE, BE IT RESOLVED, that all references to “Chairman” within the Constitution/By-Laws of the National Union and the Statutes for the Government of Lodges be amended to read “Chair” or “Chairperson;” and

BE IT FURTHER RESOLVED, that this change shall apply uniformly throughout all sections, articles, and provisions of the Constitution and Statutes, including but not limited to Local Chairmen, General Chairmen, and any committee or representative positions; and

BE IT FURTHER RESOLVED, that these revisions are intended to be strictly non-substantive in nature, affecting terminology only and not altering the duties, powers, responsibilities, or jurisdiction of any office; and

BE IT FINALLY RESOLVED, that these changes will be incorporated in all official publications, printings, and electronic versions of the Constitution and related governing documents following adoption by the Convention.

Resolution No. 28

Submitted by Delegate Matthew Hollis
National President

Referred to the National Union Committee on Petitions and Resolutions

Amending Various Articles of the TCU Constitution/By-Laws to Modernize
Distribution Requirements

WHEREAS, the Constitution/By-Laws of the Transportation Communications Union/IAM (TCU/IAM) establishes requirements for the preparation, publication, and dissemination of official documents, reports, and communications necessary for the governance and transparency of the Union; and,

WHEREAS, various provisions of the Constitution/By-Laws currently require that such materials be “printed” and/or “printed and mailed,” including but not limited to provisions governing Convention materials, officer reports, and official communications to Delegates and members; and,

WHEREAS, advances in technology and communication methods now provide more efficient, timely, and cost-effective means of delivering such materials through electronic and other modern distribution methods; and,

WHEREAS, maintaining rigid requirements that materials be “printed” and “mailed” may unnecessarily increase costs, delay distribution, and limit the Union’s ability to communicate effectively with its membership; and,

WHEREAS, it is in the best interest of the Union and its membership to modernize these provisions while preserving the obligation to ensure that all required materials are made available and accessible to Delegates and members in a reliable and equitable manner; and,

WHEREAS, such modernization should not apply to the requirements set forth in Article 4, Section 3 of the Statutes for the Government of Lodges, which shall remain unchanged;

NOW THEREFORE BE IT RESOLVED, that all provisions of the TCU Constitution/By-Laws requiring documents, reports, notices, or other materials to be “printed” are hereby amended to instead require that such materials be “published”; and,

BE IT FURTHER RESOLVED, that all provisions of the TCU Constitution/By-Laws requiring documents, reports, notices, or other materials to be “mailed” or “printed and mailed” are hereby amended to instead require that such materials be “distributed”; and,

BE IT FURTHER RESOLVED, that the terms “published” and “distributed” shall be interpreted to include, but not be limited to, electronic transmission, digital access, physical copies when appropriate, or any other method determined by the National Union to effectively provide such materials to the intended recipients; and,

BE IT FURTHER RESOLVED, that these amendments shall apply throughout the Constitution/By-Laws of the National Union, except for the provisions contained in Article 4, Section 3 of the Statutes for the Government of Lodges, which shall remain unchanged and in full force and effect; and,

BE IT FINALLY RESOLVED, that upon adoption by this Convention, the foregoing amendments shall be incorporated into the official Constitution/By-Laws of the Transportation Communications Union/IAM and reflected in all future publications and editions thereof.

Resolution No. 29

Submitted by Delegate Don Grissom
National Vice President and BRC General President

Referred to the National Union Committee on Petitions and Resolutions
Standardization and Governance of Local Lodge Dues Assessments

WHEREAS, the Constitution/By-Laws of the Transportation Communications Union/IAM (TCU/IAM) and the Statutes for the Government of Lodges provides for the establishment of dues and assessments to ensure the financial stability and effective operation of the Union; and,

WHEREAS, the Delegates to the 2014 National Convention adopted measures promoting the standardization of dues rates for all members across the Union; and,

WHEREAS, despite these efforts, a number of Local Lodges continue to maintain independent local assessments in addition to the standardized due’s structure; and,

WHEREAS, the continuation of such independent local assessments, particularly in the context of lodge mergers, closures, and member transfers, creates administrative complications and inconsistencies in dues collection and accounting; and,

WHEREAS, these inconsistencies may result in members within the same Local Lodge paying different total dues amounts and, in some cases, paying assessments for which they did not have an opportunity to vote or otherwise participate in the approval process; and,

WHEREAS, it is in the best interest of the Union to ensure fairness, transparency, and uniformity in dues obligations while preserving the right of Local Lodges to establish assessments through proper constitutional procedures; and,

NOW THEREFORE BE IT RESOLVED, that effective January 1, 2027, all existing Local Lodge dues assessments in excess of the standardized dues rates shall be eliminated; and,

BE IT FURTHER RESOLVED, that any Local Lodge seeking to impose or continue a dues assessment beyond the standardized dues rates after January 1, 2027, must re-establish such assessment in full compliance with Article 5 of the Statutes for the Government of Lodges, including proper notice, membership vote, and approval procedures; and,

BE IT FURTHER RESOLVED, that any such duly approved Local Lodge assessment shall be submitted to the National President, along with the minutes of the meeting where the assessment was approved by the members, for review and approval in accordance with the Constitution/By-Laws before it may take effect; and,

BE IT FURTHER RESOLVED, that this process shall ensure that all members subject to any Local Lodge assessment have been afforded appropriate notice, representation, and the opportunity to participate in the approval of such assessment; and,

BE IT FINALLY RESOLVED, that upon adoption by this Convention, the foregoing provisions shall be implemented in a manner consistent with our Union's Constitution/By-Laws and commitment to fairness, uniformity, and sound administration.

RITUAL

OPENING CEREMONY

At the designated meeting time the President assumes the chair and gives a rap of the gavel and says:

PRESIDENT: It is time for the meeting to begin. Members and officers please take your seat.

(The President may ask the Sargent at Arms to secure the meeting room doors and/or escort guest out of the meeting room if necessary.)

It is my duty to preside over this meeting and to maintain order and decorum, and to ensure we abide by the Constitution of the union. I will conduct these duties fairly and impartially with equal rights for every member.

As we begin this meeting I would ask everyone in attendance to join me in standing as we recite the pledge of allegiance.

“I Pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all”.

Thank you, you may be seated.

I will now call on the Chaplain to lead us in the opening prayer.

OPENING PRAYER

CHAPLAIN: Our Father in Heaven—we gather here today for the benefit of our fellow members and the advancement of our shared cause. Guide us so that our actions and decisions serve our members well. Amen.

ALL RESPOND: Amen.

PRESIDENT: Inner guard, please allow qualified members, National Officers and invited guests who are waiting, to enter.

If there are others in waiting who desire to enter, please ascertain their name, and stated purpose, and report to me. The Lodge may, by a majority vote, invite them to enter.

(A short recess to receive a report from the Inner Guard and to permit those qualified to enter and be seated.)

President: I declare this Lodge open for the transaction of such business properly before it. We will begin the regular business of the Lodge. Members, please pay attention."

ORDER OF BUSINESS

1. The secretary will call the roll of officers and record whether present or absent.
2. The President will introduce any visitors or non-members and explain their purpose of attending.
3. Reading of minutes of last regular and/or special meeting and action thereon.
4. Welcoming new members.
5. Nomination of Officers (When applicable)
6. Election of Officers. (When applicable)
7. Installation of Officers. (When applicable)
8. Report of Standing Committees.
9. Report of Special Committees.
10. Unfinished business. If any.
11. Communications and bills.
12. New business.
13. Report of Financial Secretary and Treasurer.
14. Good of the Union.
15. Report of any member sick or in distress.

CLOSING CEREMONIES

PRESIDENT: Members, we are about to close this meeting. Is there any business that must be addressed now and cannot reasonably wait until our next meeting?

(Short pause to give members an opportunity to bring up any matter that may have been overlooked.)

PRESIDENT: The Chaplain will now offer a closing prayer.

CHAPLAIN: Our Father in Heaven, as we leave this meeting, help us remember our duty to respect the confidentiality of the Union's business and to discuss these matters only with members in good standing. Amen.

ALL RESPOND: Amen.

PRESIDENT: Hearing no objections, I now declare this meeting closed.

WELCOME TO NEW MEMBERS

(New members form a line in front of the President as their names are called.)

PRESIDENT: Friends, we extend a cordial welcome, and we are grateful that you are joining with your fellow workers in our great Union. May our labors together influence and be for the mutual benefit of all our members, families and occupations.

Unity is imperative for all matters. As no chain is stronger than its weakest link, let us each ensure we are not a defective link in our fraternal chain so that in times of distress or danger the chain of mutual interest will bind us together and not be broken. You should strive to regularly attend our Union meetings and grow your knowledge and interest in the Union.

Sisters, Brothers, and Siblings on behalf of this Lodge, welcome.

It is my privilege to introduce you to our membership these sisters, brothers, and siblings I am pleased to report are now eligible to share in all the benefits and privileges of our Union.

You may be seated.

INSTALLATION CEREMONY (Local Lodge)

The President Elect will call the Lodge to order and will designate an installing officer. The Recording Secretary will provide the Installing Officer with a list of the officers-elect to be installed. The Installing officer will call the role from the list of officers-elect provided and request them to take their places when their names are called.

Any National Union officer, National Representative, Assistant National Representative, retiring President or past President can serve as an installing officer.

With officers-Elect standing and facing the members gathered the Installing officer shall administer the following oath:

Installing Officer: Officers-elect, you have been chosen by your fellow-members to a high and honorable position in this Lodge, and from them you receive authority to govern the Lodge; and as some must lead and some must follow, it is necessary for those who lead to avoid any appearance of impartiality. On the other hand, the membership at large should render a willing cooperation, support and following of the officers placed in positions of authority by a majority of the voting members.

Officers-elect, place your right hand over your heart in token of your sincerity, and repeat after me the obligation of office, pronouncing your name in full where I use my name.

I, _____, in the presence of the members here assembled- do most solemnly and sincerely promise and declare- that I will honorably and faithfully perform, - to the best of my ability - the duties of the office – to which I have been elected. – I will act with strict impartiality – in all matters concerning my office – and see that every member receives justice. – I will not take part - directly or indirectly – in any illegal transaction, - or suffer it to be done by others – if in my power to prevent it. – I will follow all orders – coming to me - from the constituted authorities – of the union – and will do all that lies in my power – to advance its welfare. – For the faithful observance of all these several points, I hereby pledge my word and honor. – So help me God.

Installing Officer: Sisters, Brothers, and Siblings, I present to you the duly installed officers of the Lodge.

INSTALLATION CEREMONY (National Union Officers)

INSTALLING OFFICER: Officers-elect, you have been elected by the Delegates to this Convention to the highest and most responsible positions in the Union, and from them you receive the authority to rule and govern the Union. As some must rule and some must obey, it becomes those who rule to avoid any appearance of partiality. On the other hand, the membership at large should render that willing obedience which is due to the officers they have placed in positions of authority.

Officer-elect, you will place your right hand over your heart in token of your sincerity and repeat after me the obligation of office, pronouncing your name in full where I use mine.

I _____, in the presence of the members here assembled,—do most solemnly and sincerely promise and declare—that I will honorably and faithfully perform,—to the best of my ability—the duties of the office—to which I have been elected.—I will act with strict impartiality—in all matters pertaining to my office—and see that every member receives justice.—I will not take part—directly or indirectly—in any illegal transaction,—or suffer it to be done by others—if in my power to prevent it,—I will obey all orders--coming to me—from the constituted authorities—of the Union—and will do all that lies in my power to advance its welfare.—For the faithful observance of all of these several points,—I hereby pledge my word and honor.—So help me God.

And now, by the power vested in me by the Constitution and Laws of the Union, I declare these elected National Union Officers duly and legally installed.

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