



Shop stewards have a front row seat to the most important events at the workplace.

From closed door disciplinary meetings to helping develop new union policies, shop stewards always play a critical role.

As a shop steward, you will help save jobs. You will directly enforce the legal rights of your coworkers. You will be at the table as important decisions are being made. And you will help to create the IAM of the future.

And it won't end there.

By becoming a steward, you will be living up to a higher standard. You will be tasked with upholding and defending the contract, defending the dignity of your fellow workers, and advancing the cause of workers' rights.

CONTACT A MEMBER OF YOUR LOCAL GRIEVANCE COMMITTEE FOR MORE INFORMATION ABOUT THE SHOP STEWARD PROGRAM IN YOUR AREA.

**OUR JOBS AT-
OUR VOICE WILL
WORKERS RESPECT EMPLOYMENT
FIRST ORGANIZE!**

**YOU WORK FOR YOUR FAMILY
NOT YOUR BOSS**

**IAM
UNION
MADE**

**ECONOMIC
JUSTICE**



IAM141.ORG

**ACTIVISM WORKPLACE DEMOCRACY
DIGNITY AT WORK**



IAM141

SHOP STEWARD PROGRAM

Shop Stewards Save Jobs

**IAM141
.ORG**

WELCOME TO IAM141!

Congratulations! You are now a union activist, on the front lines in the march for workers rights and workplace democracy. You, and the other activists that you will be working with, are going to be making decisions that will impact the lives of nearly everyone in your workplace.

WE ARE ALL IN THIS TOGETHER

If you are new to our organization, welcome aboard. Remember that we are a team, and you can count on other activists for support. If you have questions, or need someone to talk to, there will be someone that is there for you. We work much better when we work together. Spending time with each other is important, and allows us to work together much more effectively. So, don't be shy. Ask for help, share ideas, and be ready to get to know your fellow stewards and activists on a personal level.

WE SPEND MONEY DEMOCRATICALLY

IAM141 operates and pays the bills with dues. Dues are not just another monthly bill. Dues are spent democratically, by popular vote. Every dollar that we spend as an organization must be supported by the members that show up to monthly business meetings. Any member can propose to spend dues as they see fit. If you feel that your local lodge needs to make a charitable donation or participate in a neighborhood clean-up, you don't have to ask permission from anyone before making the proposal at the next Business Meeting. As a Shop Steward, you will have a much better understanding of how this works.

WE ARE WE

"The Union" isn't someone else. As a steward, you will notice that people may start saying that you are 'in the union,' or even that you are 'one of those union guys.' The fact is that they are also in our union with us. They are also 'union workers.' Everyone that pays their dues, falls under the contracts that the negotiators win for them and shows up to work every day is 'in the union.'

"I NEVER THOUGHT THAT THIS WOULD HAPPEN TO ME."

Unfair discipline can happen to anyone, at any time. And, it is always a surprise. Sudden job loss can be devastating. Most of us would not be able to replace our current paychecks in time to stay in the homes that we hoped to raise our children in, or to prevent humiliating repossessions and loss of financial independence. Our jobs help us define the way we see ourselves, and give us the opportunity to hold a dignified place in our communities.

Nobody ever expects to be treated unfairly at work. Very often, the employees that go into these situations are unprepared to defend themselves. Often, they will not understand the danger that they are facing until it's too late. The very fact that unfair discipline is always a surprise makes it particularly difficult to prepare for. In such conditions, anyone can stop thinking clearly. That is why workers need Shop Stewards to assist them when facing managers.

If there is even the smallest chance of discipline, no one should ever go into a meeting with management without a steward present.

WORKPLACE DEMOCRACY



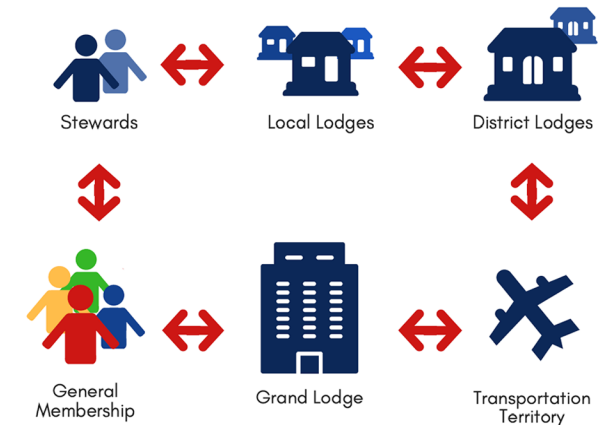
Your Rights do not
Clock Out When
You Clock In

Shop Stewards are the First Line

Our union is organized into collections of local lodges, which are grouped into separate "Districts," including our District, which is District 141. The Districts Form "Territories," which together make up the Grand Lodge. IAM members that work for airlines and railroads fall into the Transportation Territory, and this includes District 141.

District 141 has 42,000 members including retirees. The Grand Lodge includes everyone in the IAMAW, and has more than 600,000 members!

At the front of all of this are Shop Stewards. As a Shop Steward, you are the gatekeeper into the larger union for your coworkers.



You will be the first contact that most members will have with union activism.

This makes you the most important activist part of the IAM for the vast majority of members.

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