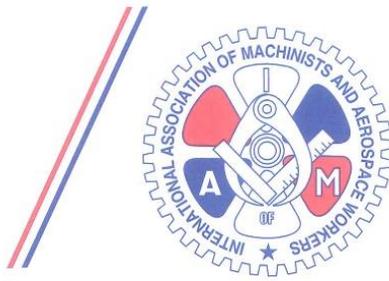


**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE INTERNATIONAL PRESIDENT

March 18, 2022

Re: Human Rights Training 2022
Program Schedule and Participant
Enrollment Information

To: Directing Business Reps, Local Lodge Presidents and Recording Secretaries in the United States and Canada, and TCU-IAM

Dear Sisters and Brothers:

In 2018, nearly 80,000 charges of workplace discrimination were filed in the U. S. with the Equal Employment Opportunity Commission (EEOC). Across the United States workers are denied dignity, respect, and equal access to opportunities because of who they are. In Canada, over 20% of the workforce reported experiencing varying degrees of harassment and discrimination. Civil and human rights laws will continue to be violated if we don't stand up to bullying, intimidation and discriminatory practices.

The IAM believes that the powerless deserve to be treated with dignity and respect on the job regardless of a worker's sex, race, religion, ethnicity, disability, age, and/or gender. This is achieved by coordinating, fostering, and developing union-wide action against human rights violations. Through the establishment of human rights committees focused on ensuring equal treatment on the job and within the union we can work together to create an environment that supports true equality in our neighborhoods, schools, and workplaces.

As a commitment to forward progress within our human rights program, the **IAM will host the 2022 Human Rights Training Program** at the William W. Winpisinger Education and Technology Center **October 23 – 28, 2022**. Participants will learn techniques to assist them in identifying and affecting change within their communities and workplaces.

The Winpisinger Center must protect the health and safety of all member participants who attend and staff who work at the facility. Key to this effort is ensuring that everyone at the Winpisinger Center is fully vaccinated against COVID-19. All staff at the Winpisinger Center are fully vaccinated. Member participants attending in-person programs at the Winpisinger Center must be fully vaccinated at least two weeks before the program starts and also provide proof of vaccination prior to attendance.

The following additional safety measures are in place at this time:

- All staff and member participants must mask and socially distance indoors at the Winpisinger Center.
- Programs and guest rooms are limited to fifty percent of regular capacity and will continue as prudent and necessary in 2022.
- Each guest room is cleaned and sanitized daily while in use. Guest rooms are unoccupied a minimum of 24 hours between guests.
- Classrooms, the dining room, and other common areas are cleaned and sanitized throughout the day and arranged for social distancing.
- Member participants are limited to one guest in the first quarter of 2022. Guest limitations will continue as prudent and necessary thereafter. Guests must be fully vaccinated and observe all other safety requirements while at the Winpisinger Center.

Attached to this email you will find the IAM policy letter covering Winpisinger Center tuition, transportation subsidy, and curriculum. Please use the link below to register members for this program.

[Departmental Program Registration Form](#)

Registration should be submitted no later than August 29, 2022.

Please contact Director Julie Frietchen at 301-967-4505 or jfrietchen@iamaw.org with any questions. Thank you for your support of this valuable program for our members.

With every best wish, I remain in solidarity,

Fraternally yours,



Robert Martinez, Jr.
International President

RM/tjd

cc: Dir. Frietchen