



9000 Machinists Place
Upper Marlboro, MD
20772-2687

(301) 967-4500
golAM.org



Office of the International President

DATE: September 15, 2025

TO: Directing Business Reps; Local Presidents and Recording Secretaries; District and Local Educators in the United States & Canada

Dear Brothers, Sisters, and Union Siblings:

This is the **Official Announcement for the 2026 IAM Leadership and Train-The-Trainer Programs** at the William W. Winpisinger Education and Technology Center in Hollywood, Maryland. Enclosed is a complete schedule for those programs, as well as information on how your local or district may enroll the members you select to receive leadership training.

In keeping with the discussions and actions taken by your delegates at the 2000 Grand Lodge Convention, the Executive Council has instituted an equitable formula which has allowed us to achieve our goal to provide equal opportunity for all locals and districts to participate in programs at the Winpisinger Center, regardless of where they may be located in the United States or Canada.

The enclosed instructions are vitally important to help us to maintain this goal. **Please read and follow them carefully.** Keep in mind that they are to be used in conjunction with the updated January 1, 2025, Policy Letter XI.1, which details the William W. Winpisinger Education and Technology Center Tuition and Transportation Subsidy and Curriculum. Travel for all members is purchased through Metropolitan Travel.

Additional educational and training programs for the members, officers, and staff will be announced as they are developed and scheduled. **In the meantime, you are urged to take action as soon as possible to enroll local and district members for our 2026 Leadership and Train-the-Trainer programs.** Registrations must be submitted by a local president, business representative, or general chair. **No member or officer is permitted to submit their own registration.** Please use the link below to register members.

[Leadership Programs Registration Form](#)

We look forward to your continued support of our education programs. With best wishes, I remain,

Fraternally yours,

Brian Bryant
International President

Enclosures

cc: Executive Council, IR's, SR's, IA's, DBR's, BR's, AT & RR GCs, and Organizers
BB/tjd

2026 IAM LEADERSHIP PROGRAM IMPORTANT INFORMATION FOR LOCAL OFFICERS

OVERVIEW

The IAM Leadership Program is available to locals and districts for the training of officers and activists. The complete Leadership Program consists of four programs – Leadership I, Leadership II, Advanced Leadership, and Train-the-Trainer, as well as Spanish, French, and Online versions of those programs. A member may participate in only one program per year, so completion of the entire Leadership Program requires a minimum of four years. Additionally, a local or district may enroll a member currently serving as local or district educator directly in Train-the-Trainer even if that member has not completed Leadership I, Leadership II, and Advanced Leadership, provided that the local or district affirms that the member needs expedited access to Train-the-Trainer to fulfill their duties as educator for the benefit of the membership. A local or district educator who completes Train-the-Trainer on an expedited basis is still eligible to take Leadership I, Leadership II, and Advanced Leadership in subsequent years.

A local or district should select members for participation in the Leadership Program based on the members' interest, activities, and responsibilities in the local or district. Only those members who will use the training for the benefit of the local or district should be selected for participation in the Leadership Program. Enrollment in Leadership II, Advanced Leadership, and Train-the-Trainer requires completion of an accountability statement affirming that the member being enrolled has used their prior Leadership Program training for the benefit of the local or district and membership.

Participation in a Leadership Program is not a vacation. All classes in the program, including orientation sessions on Sunday and a visit to the International on Friday, are mandatory. Classes are typically in session from 8:00 a.m. to 5:30 p.m. and may also include evening sessions or project work. A member participating in a Leadership Program should be relieved of all other obligations during the week of the program. Certificates of Completion are given only to those participants who attend all scheduled sessions.

Questions or concerns regarding the programs described in this announcement should be directed to: 301-373-8820 or by email to w3leadership@iamaw.org.

COST

There is no cost to the member, local or district for room, meals, tuition, and study materials, at the Winpisinger Center. Transportation is provided as stated in the January 1, 2025, Policy Letter (attached).

Minimal out-of-pocket expenses at the Winpisinger Center are the responsibility of the member. Most find that about \$150 US is sufficient for donations, souvenirs, and gratuities. Some members choose to ship materials home, and they must cover that cost if they do so. Lost time and normal out-of-pocket expenses may be paid by the local or district, if properly authorized.

Any expenses incurred outside of the Winpisinger Center are the responsibility of the participant or the local or district.

LEADERSHIP PROGRAM ENROLLMENT ALLOCATIONS

The number of participants which a local may enroll in Leadership I, Leadership II, and Advanced Leadership programs depends on the number of members in the local as follows:

1 – 500 members	2 participants per program per year
500 – 1499 members	3 participants per program per year
1500 or more members	4 participants per program per year

Each local is entitled to enroll up to 2 participants per year in Train-the-Trainer regardless of the number of members in the local, and not including any educator enrolled in Train-the-Trainer on an expedited basis. Each District may enroll up to 6 participants in each program per year. These annual enrollment limitations apply only to in-person Leadership programs. There is no limit on the number of participants which a local or district may enroll in any online Leadership program.

A member may attend only one (1) Leadership program per year, with the exception of ~~that~~ educators enrolled in Train-the-Trainer on an expedited basis who are eligible to take one additional Leadership program in the same year.

ENROLLMENT PROCEDURES

Locals and districts must register members by using the online registration form at:

[Leadership Registration Link](#)

Do not submit duplicate registrations. Registrations are based on a first-come, first-served basis. A local or district should submit registrations as soon as possible, since space is limited. A wait list is available, but not guaranteed.

When a registration is processed and the member is enrolled to attend a program, an acceptance letter will be sent to the submitter. Approximately 4-6 weeks prior to the program start date, a travel packet will be emailed to the participant with dated Program Reservation/Travel Information Request forms and further instructions. Each participant must complete and submit these forms in a timely manner.

Cancellation of confirmed enrollments and “no-shows” will be counted against a local or district’s annual allocation and will affect eligibility to have participants in future programs. Cancellations must be submitted in writing via email from the submitter. Unused transportation costs incurred as a result of a cancellation will be charged to the local or district.

PROGRAM DESCRIPTIONS & ENROLLMENT REQUIREMENTS

Leadership I

Covers the fundamentals of trade unionism and the basic laws and operations of the IAM, including Parliamentary Procedure & Local Administration, Labor History, Government & Politics, Role of the Steward, and Human Rights.

Registrations must be submitted by a local president, business representative, or general chair. *No member or officer is permitted to submit their own registration.*

Leadership II

Continues the Leadership I program. Classes include Collective Bargaining, Issues & Lobbying, Advanced Steward Training, Union Ethics, and Organizing.

Registration is open to members who have completed a Leadership I program (either in-person or online) in a previous year.

Registrations must be submitted by a local president, business representative, or general chair. *No member or officer is permitted to submit their own registration.* The accountability statement is mandatory, and must be completed for a registration to be processed.

Advanced Leadership

Continues the Leadership I and Leadership II programs. Classes include Strategic Leadership, Organizing, IAM History, Collective Bargaining II, and Workplace Communications.

Registration is open to members who have completed both Leadership I and Leadership II programs (either in-person or online) in previous years.

Registrations must be submitted by a local president, business representative, or general chair. *No member or officer is permitted to submit their own registration.* The accountability statement is mandatory, and must be completed for a registration to be processed.

Train-the-Trainer

Trains local and district officers to teach members in core subjects. The program's central focus is on effective adult education methods, and covers training module material in organizing, representation, and political engagement.

Registration is open to members who have completed Leadership I, Leadership II, and Advanced Leadership (either in-person or online) in previous years. Registration is also open to members currently serving as local or district educator upon affirmation that the member needs expedited access to Train-the-Trainer to fulfill their duties as local or district educator.

Registrations must be submitted by a local president, business representative, or general chair. ***No member or officer is permitted to submit their own registration.*** The accountability statement is mandatory, and must be completed for a registration to be processed. The participant's GVP will be notified upon completion of the program, and each participant is expected to carry out subsequent training in coordination with their GVP.

**WILLIAM W. WINPISINGER CENTER
2026 CALENDAR OF LEADERSHIP PROGRAMS**

Leadership I

March 29 -April 3
May 3 – May 8
June 21 – June 26
August 9 – August 14
August 30 – September 4
October 11 – October 16

Leadership I Online

May 19 – May 28
November 30 – December 10

Leadership II

February 22 – February 27
May 31 – June 5
July 12 – July 17
August 2 – August 7
September 20 – September 25

Leadership II Online

July 6 – July 16

Advanced Leadership

March 1 – March 6
May 10 – May 15
June 7 – June 12
September 13 – September 18

Train-the-Trainer

April 26 – May 1
July 26 – July 31
October 4 – October 9
October 18 – October 23
December 13 – December 18

Train-the-Trainer Online

April 6 – April 10

Spanish Leadership I

April 19 – April 24

Spanish Leadership II

July 26 – July 31

Spanish Advanced Leadership

November 15 – November 20

French Leadership II

July 19 - July 24

French Leadership IV

July 19 - July 24



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POLICY NO. XI.1

William W. Winpisinger Education and Technology Center Tuition, Transportation Subsidy and Curriculum UPDATED: January 1, 2025

The IAM will pay full transportation costs under certain conditions for all participants selected to attend any IAM sponsored function at Winpisinger Center. These conditions are as follows:

1. The name(s) of participants attending any function must be provided to the Winpisinger Center Administrative Office a minimum of eight (8) weeks prior to the starting date of the function.
2. All transportation (air or rail) will be handled for the participant by the IAM International's designated meetings and travel agent, based on information provided by the member. 21-day Super Saver air or rail tickets will be purchased for each participant selected to attend a program upon the completion of a Travel Request Form.
3. If there is a cancellation of attendance once a non-refundable ticket has been purchased for any reason other than a doctor's excuse due to illness or death of the participant or a member of their family; the cost of the ticket will be billed to the local or district sending the participant once the ticket expires. If the ticket is used at another time to attend a William W. Winpisinger function the local or district sending the participant will be charged any change fees or costs associated with the use of the ticket. This also applies to Business Representatives or General Chairpersons.
4. If a ticket is purchased after the 21-day Super Saver Fare deadline, any difference in the super saver round trip ticket and actual cost of the ticket will be the responsibility of the participant or local or district sending the participant.
5. Participants from Air Transport locals or districts are requested to travel by employer furnished passes. Should the employer refuse to supply positive space passes; participants should contact their local or district for assistance.
6. No reimbursement will be made for tickets purchased by the member or their local or district.

7. Should a participant be required to spend a night while traveling to or from the Winpisinger Center, the cost of such accommodations will not be reimbursed by the IAM International.
8. Taxis, rental cars, limousines, buses, subways, parking, etc. will not be reimbursed by the IAM International.
9. IAM International will bear no travel costs for any dependents.
10. Should a participant elect to drive their own vehicle, they will be reimbursed at the IRS Standard Rate per mile up to a maximum of 1,600 miles round trip or the equivalent of a round trip super saver air fare, whichever is less. Distance will be determined by the member's home address to Hollywood, Maryland.
11. If space permits, carpooling is strongly encouraged when multiple participants from the same local or district are driving. When carpooling, the reimbursement amount will be determined in a manner consistent with Item # 10 above.

Every IAM member attending any function at Winpisinger Center, when the IAM is the primary sponsor, will attend at no charge for his or her room, meals and refreshments.

Depending on space availability, a participant enrolled in a program may bring his or her family for a minimal charge. The family is restricted to the participant's, spouse or partner, and their children who are living at home. Children under the age of 17 must have adult supervision at all times.

Consistent with the requirements of the curriculum, programs will not exceed five days whenever possible, beginning on Sunday and ending the following Friday.

Recruitment for the Leadership Programs will be according to the Official Announcement Packet for the Machinists Leadership and Train-the-Trainer Programs.

Applicants for the Leadership Programs will be enrolled on a first come, first serve basis, and will be based upon the allotments allowed for the number of participants in the specific local or district and / or the General Vice President's territory.

If a local or district applies to send a member for Leadership I, II, Advanced or Train-the-Trainer and all the programs have been filled, that member will be placed on a waiting list by date received for that year. All potential participants remaining on the waiting list at the end of the year will be given first choice of dates for the following year, but must resubmit an enrollment form in a timely manner.

Assignment to staff programs will be on the basis of need and will be assigned by their General Vice President.



IAN ★ WILLIAM W. WINPISINGER

Education AND
Technology Center

Leadership Programs 2026

LEADERSHIP I

March 29 -April 3
May 3 – May 8
June 21 – June 26
August 9 – August 14
August 30 – September 4
October 11 – October 16

LEADERSHIP I ONLINE

May 19 – May 28
November 30 – December 10

LEADERSHIP II

February 22 – February 27
May 31 – June 5
July 12 – July 17
August 2 – August 7
September 20 – September 25

LEADERSHIP II ONLINE

July 6 – July 16

ADVANCED LEADERSHIP

March 1 – March 6
May 10 – May 15
June 7 – June 12
September 13 – September 18

TRAIN-THE-TRAINER

April 26 – May 1
July 26 – July 31
October 4 – October 9
October 18 – October 23
December 13 – December 18

TRAIN-THE-TRAINER ONLINE

April 6 – April 10

SPANISH LEADERSHIP I

April 19 – April 24

SPANISH LEADERSHIP II

July 26 – July 31

SPANISH ADVANCED LEADERSHIP

November 15 – November 20

FRENCH LEADERSHIP II

July 19 - July 24

FRENCH LEADERSHIP IV

July 19 - July 24