

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**



9000 Machinists Place, Upper Marlboro, MD 20772

OFFICIAL CIRCULAR NO. 883
Employment Standards:
Employee Voluntary Leave of
Absence
ISSUED: April 7, 2020

TO THE MEMBERSHIP EVERYWHERE, GREETINGS:

➔ **SUBJECT** Policy of dues or fee payments for represented employees on voluntary leaves of absence.

➔ **PURPOSE** To clarify dues or fee obligations of employees on voluntary leaves of absence.

➔ **INFORMATION/INSTRUCTIONS:**

IAM-represented employees take leaves of absence from their employment for a variety of reasons. Sometimes the leave is offered with full pay, sometimes with reduced pay, and sometimes with no pay but with continuing benefits. Questions have arisen concerning the employees' obligation to pay dues or fees during such voluntary leaves of absence. In order that all represented employees be treated similarly and fairly, this Circular lays out the policy regarding the dues and membership status of such employees.

Voluntary leave of absence without pay: Employees on voluntary leave without pay qualify for unemployment stamps. This is so even if they continue to accrue or obtain contractual fringe benefits (such as pension vesting credit and health insurance) under their labor agreements.

Voluntary leave of absence with pay: Employees who voluntarily choose to take leave and receive from their employers at least some wages and contractual fringe benefits are benefiting from wages and benefits under their IAM contracts and continue to be obligated to pay dues or fees. For these purposes it is irrelevant whether the employer is paying the employee a full wage or a reduced wage. Members paying dues under any of these circumstances continue to have all rights and privileges of membership in their Lodge and in the IAM.

All lodges are reminded that it is the employee's sole responsibility to pay for his/her monthly dues or fees during any period in which said person is on leave as provided above.

Effective immediately, all local lodges should bring themselves into compliance with this Circular.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'Dora Cervantes'.

Dora Cervantes
GENERAL SECRETARY-TREASURER

A handwritten signature in black ink, appearing to read 'Robert Martinez, Jr.'.

Robert Martinez, Jr.
INTERNATIONAL PRESIDENT