

IAM LEADS Program

Having completed the LEADS program as of October 2023, I am happy to submit the following report to the members.

I began my journey in March 2022 with monthly online meetings. The meetings covered topics such as IAM Structure, Workforce Demographics, Organizing, Parliamentary Procedure, Role of the Steward, Resolving Conflict, Stopping Harassment, Why Politics Matter, Fair Representation, Retirement, Bargaining, Time Management, Health Care, and Public Speaking.

These sessions were an hour long and they gave us a selection of times and dates that best suited our schedules.

In addition, we participated in mentoring sessions quarterly, where we were able to discuss issues and assist others with their issues. These sessions were also online.

We were assigned a mentor and given their contact information and were able to reach out to them at any time with questions and concerns.

Periodically, the Women's Department would send us information about seminars on various topics we were able to attend virtually.

Additionally, I was invited to attend the 2022 District 140 Convention as a guest, which afforded me the opportunity to learn how the IAM works at the district level.

In all, the time commitment was minimal, with hourly sessions each month and then an hourly mentor session quarterly. The convention was 3 days in Ottawa.

The resources and experience we had access to was exceptional. Everyone was well-versed in the topic they presented and they were so welcoming and open to all of our questions.

In the end, this program provided me with a greater depth of knowledge on the IAM and on unionism in general. I would recommend this program to all my sisters in the local. At the very least you will emerge a stronger and more confident activist.

Roswita Hildebrandt
Cohort 1, LEADS

