

What Is Strike Sanction

Members have asked for an explanation of the strike sanction process, so they better understand its importance. Holding an initial strike sanction vote well in advance of the actual company's last and final offer accomplishes two important things.

Reasons for Strike Sanction Vote

- 1) It is required in the IAM Constitution. The initial vote provides advanced legal notice to the Grand Lodge, so members will receive strike benefit checks without any undue delay **IF** they vote to strike after voting on the contract offer.
- 2) An early strike sanction vote is a prime opportunity to demonstrate the members at **PEXCO** are united behind the negotiators. A strong signal of member-ship determination can persuade the company to bargain earnestly and reduce the chances you will have to strike to secure a good agreement. It is your chance to demonstrate your solidarity.

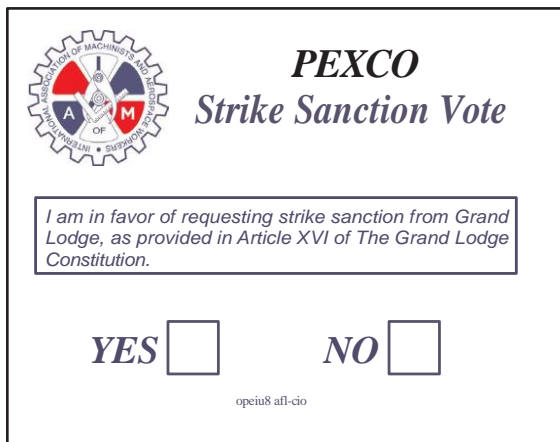
Important Points to Remember

- This vote is in no way an indication a strike will occur.
- The only way to call a strike is if, after members have looked at **PEXCO** final proposal, a majority vote to reject the proposal **AND** two-thirds (66 2/3%) or more vote to reaffirm the strike sanction.

The IAM Constitution requires a reaffirmation of strike sanction when you vote on **PEXCO** final offer. The second reaffirmation gives members a chance to change their minds once they have seen the Company's proposal. When a member votes to reaffirm, they are saying they are willing to strike. The initial strike sanction vote is done before members have seen an offer; therefore, it could never be used to take members out on strike.

STRIKE SANCTION BALLOT

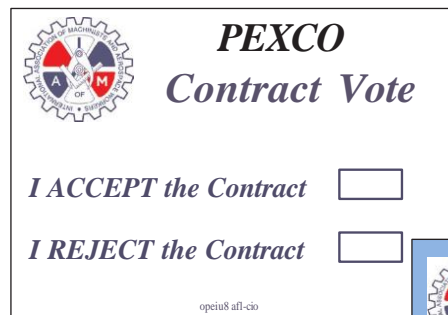
You will vote either YES or NO to grant the Negotiating Committee Strike Sanction Authority (see sample ballot below). **Again, this is in no way an indication a strike is likely.** It is a showing of support for negotiators that you are serious about getting a good contract.



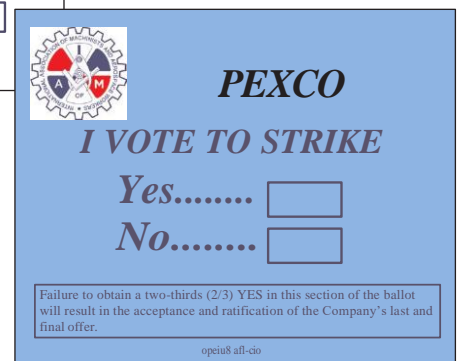
The ballot features the IAM logo on the left. To the right, it reads "PEXCO Strike Sanction Vote". Below this, a box contains the text: "I am in favor of requesting strike sanction from Grand Lodge, as provided in Article XVI of The Grand Lodge Constitution." At the bottom, there are two options: "YES" with a checkbox and "NO" with a checkbox. The text "opeiu8 afl-cio" is printed at the very bottom.

CONTRACT PROPOSAL VOTE (2 BALLOTS)

- ✓ If a majority of voting members vote to **ACCEPT** the contract, negotiations end and the contract is signed.
- ✓ If a majority of voting members vote to **REJECT** the contract, but **LESS THAN TWO-THIRDS** vote to strike, the contract is automatically accepted by default. The Union cannot call a strike.
- ✓ If a majority of voting members vote to **REJECT** the contract, and **TWO-THIRDS (66 2/3%) OR MORE** vote to strike, a strike can be called.



The ballot features the IAM logo on the left. To the right, it reads "PEXCO Contract Vote". Below this, there are two options: "I ACCEPT the Contract" with a checkbox and "I REJECT the Contract" with a checkbox. The text "opeiu8 afl-cio" is printed at the bottom.



The ballot is blue and features the IAM logo on the left. To the right, it reads "PEXCO I VOTE TO STRIKE". Below this, there are two options: "Yes....." with a checkbox and "No....." with a checkbox. At the bottom, a box contains the text: "Failure to obtain a two-thirds (2/3) YES in this section of the ballot will result in the acceptance and ratification of the Company's last and final offer." The text "opeiu8 afl-cio" is printed at the very bottom.