

GEARS in the NEGOTIATION PROCESS

STEP
1

Identifying the Issues. Members determine the most important issues for our Union contract negotiators through a variety of methods, including:

- Contract surveys distributed to members.
- Input from members at meetings.
- Input from members to negotiating committee members.
- Business Rep identifies problems based on interaction with members.

STEP
2

Stay Informed and Give Input.

Throughout the negotiation process, it is essential that we have two-way communication with the members.

<https://www.iam751.org/pexco>

STEP
3

Strike Sanction Vote. This important vote will grant strike sanction support to our negotiators. This show of solidarity gives our negotiators power at the bargaining table. It is in no way an indication a strike is likely to occur.

STEP
4

Formal Contract Negotiations Begin.

The Union Negotiating Committee will be crafting and presenting **PEXCO** a comprehensive contract proposal addressing membership issues.

STEP
5

Last and Final Offer. After **PEXCO** delivers it's last and final offer, the Union will print a summary of the proposal. This information will be distributed to Union members to review. We are hopeful the Company will present their last and final offer a few days before the vote so members have more time to review it.

STEP
6

Contract Vote. After reviewing the proposal, IAM members vote a two-part ballot. First, members vote to ACCEPT or REJECT the contract proposal submitted by the Company. Second, members vote to reaffirm strike sanction. The IAM Constitution requires 2/3's of those voting to reaffirm strike sanction in order to call a strike.



IAM&AW DISTRICT 751,
LOCAL 1951
&
PEXCO
STRIKE SANCTION VOTE

2024

I am in favor of requesting strike sanction from Grand Lodge, as provided in Article XVI of the Grand Lodge constitution

YES

NO

NOTE: 99 percent of contracts are ratified and accepted by the membership. A strike is a rare occurrence – and only after getting a super majority of the members. Ultimately, it is the members' decision.