

# What Is Strike Sanction

Members have asked for an explanation of the strike sanction process, so to 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 **UNITED PARCEL SERVICE** united behind the negotiators. A strong signal of membership 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 **UNITED PARCEL SERVICE** final proposal, a majority vote to reject the proposal **AND** two-thirds (2/3%) or more vote to reaffirm the strike sanction.
- The IAM Constitution requires a reaffirmation of strike sanction when you vote on **UNITED PARCEL SERVICE** 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.



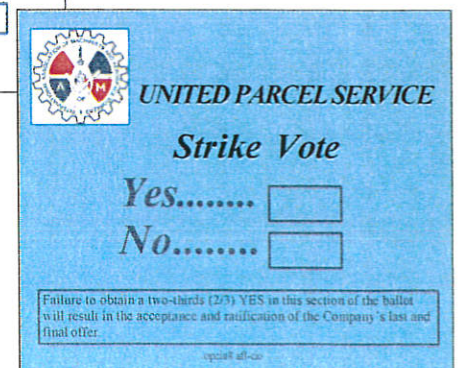
The ballot features the United Parcel Service logo and the text "UNITED PARCEL SERVICE Strike Sanction Vote". Below this is a box containing the text: "I am in favor of requesting strike sanction from Grand Lodge, as provided in Article XVI of The Grand Lodge Constitution." At the bottom, there are two options: "YES" with a square box and "NO" with a square box. A small "opscat all-co" watermark is visible at the bottom center.

## 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 (2/3%) OR MORE** vote to strike, a strike can be called.



The ballot features the United Parcel Service logo and the text "UNITED PARCEL SERVICE Contract Vote". Below this are two options: "I ACCEPT the Contract" with a square box and "I REJECT the Contract" with a square box. A small "opscat all-co" watermark is visible at the bottom center.



The ballot features the United Parcel Service logo and the text "UNITED PARCEL SERVICE Strike Vote". Below this are two options: "Yes....." with a square box and "No....." with a square box. At the bottom, there is a box containing 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." A small "opscat all-co" watermark is visible at the bottom center.

# 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

**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  
3

**Stay Informed and Give Input.** Throughout the negotiation process, it is essential that we have two-way communication with the members.

[www.iam751.org/ups](http://www.iam751.org/ups)

STEP  
4

**Formal Contract Negotiations Begin.** The Union Negotiating Committee will be crafting and presenting **UPS** our comprehensive contract proposal addressing membership issues.

STEP  
5

**Last and Final Offer.** After **UPS** 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 and DISTRICT 160  
UNITED PARCEL SERVICE  
UPS  
STRIKE SANCTION VOTE

February 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% 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.