

# 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 URS are 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 URS's 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 URS's 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.



### Strike Sanction Vote

I am in favor of requesting strike sanction from Grand Lodge, as provided in Article XVI of The Grand Lodge Constitution.

**YES**       **NO**

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## 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.



### Contract Vote

**I ACCEPT the Contract**

**I REJECT the Contract**

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### Strike Vote

**I VOTE TO STRIKE**

**Yes.....**

**No.....**

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.

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# 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

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

## 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

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

## STEP 5

**Last and Final Offer.** After URS 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 must reaffirm strike sanction in order to call a strike.

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.