

**THIS IS YOUR FUTURE!  
EVERY MEMBER NEEDS TO VOTE!**

Whether you have decided this proposal does or doesn't meet your issues, ***the power is in your vote.***

Your negotiating committee believes this is the best proposal we can get at the table through discussions with the employer. The IAM is prepared to support you 100% if you choose to strike.

On Thursday, April 9, 2015, you will receive 2 ballots: (1) Yes or No on the proposal and (2) Yes or No on strike sanction. The IAM Constitution **REQUIRES** 2/3's of ***those voting*** to vote YES on strike sanction. Whether you vote to accept or reject the proposal, you need to **VOTE YES** on the strike sanction ballot. It does **NOT** mean you are going on strike unless the group rejects the proposed contract by a simple majority and authorizes a strike by 2/3's majority.

Should the proposal be rejected, having strike approval is the **ONLY WAY** we can get the Company back to the table.

If you vote **NO** on the proposal and **NO** on strike sanction, you have **ACCEPTED** the proposal and it becomes your ratified Collective Bargaining Agreement for the next 3 years.

Your negotiating committee recommends that you vote to accept this proposal; however, ***IT IS YOUR DECISION. PLEASE VOTE ON THURSDAY.***