

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 given to Negotiating Committee in daily interaction.
- Continuous efforts to identify problem areas within the facility.

STEP 2

Formal Contract Negotiations Begin.

The Union Negotiating Committee will present UTC Aerospace Systems Landing Gear our comprehensive contract proposal addressing membership issues. The Negotiating Committee will meet on an ongoing basis.

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. Attend meetings, voice concerns to your Committee members or e-mail if you have input to provide. Check website for updates: www.voteyesiam.com/utclg

STEP 5

Last and Final Offer.

After UTC 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. After the Company presents their last and final offer, we plan to give members a few days before the vote 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.