

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 accomplishes two important things.

Reasons for Strike Sanction Vote

- 1) It is a requirement 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 Alcoa 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 Alcoa'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 Alcoa'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 never 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 and sends a message you are willing to strike to get a fair contract.

 <p>IAM&AW LOCAL 2379 & Alcoa</p> <p>STRIKE SANCTION AUTORIZATION BALLOT February 07, 2013</p> <p>I am in favor of requesting strike sanction from Grand Lodge, as provided for in Article XVI of the Grand Lodge Constitution.</p> <p>YES <input type="checkbox"/> NO <input type="checkbox"/></p>

CONTRACT 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. A strike cannot be called.
- A strike will only occur if a majority of voting members vote to **REJECT** the contract and **TWO-THIRDS (66 2/3%) OR MORE** vote to strike.

 <p>IAM&AW LOCAL 2379 & Alcoa</p> <p>CONTRACT VOTE</p> <p><i>I accept the Contract</i> <input type="checkbox"/></p> <p><i>I reject the Contract</i> <input type="checkbox"/></p>

 <p>IAM&AW LOCAL 2379 & Alcoa</p> <p>I VOTE TO STRIKE</p> <p>Yes..... <input type="checkbox"/></p> <p>No..... <input type="checkbox"/></p> <p><small>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</small></p>
