

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

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

Your negotiating committee believes this is the best offer 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 Friday, February 5, 2016 you will receive 2 ballots: (1) Yes or No on the offer 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 offer, you need to **VOTE YES** on the strike sanction ballot. It does **NOT** mean you are going on strike unless the group rejects the offer by a simple majority and authorizes a strike by 2/3's majority.

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

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

VOTE!!!