

GEARS in the NEGOTIATION PROCESS

STEP
1

Members determine the most important issues through:

- Contract surveys distributed to members.
- Input from members given to Shop Floor Committee members in daily interaction.



STEP
2

Formal Contract Negotiations Begin.

In July, our Union Negotiating Committee presented our comprehensive contract proposal addressing membership issues. The Negotiating Committee has been meeting on an ongoing basis.

STEP
3

Strike Sanction Vote. This important vote on Thursday, October 15 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.



Mark your calendars and plan to attend at the time most convenient:

Thursday, Oct. 15
from 5 a.m. to 7 p.m.
IAM 751 Everett Hall
8729 Airport Road



Cadence Giddens 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

STEP
4

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

- Email input to iamcadence@iam751.org
- Check the website for updates: www.voteyesiam.com/cadence
- Tell your shop floor committee members about your issues and concerns.

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 any contract vote accomplishes two important things.

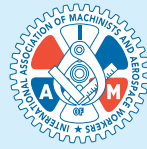
THIS VOTE IS IN NO WAY AN INDICATION A STRIKE WILL OCCUR.

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 Cadence Giddens are united behind the negotiators. A strong signal of membership solidarity can persuade the company to bargain seriously to secure a good agreement. It is your chance to demonstrate your solidarity.


STRIKE SANCTION BALLOT


You will vote either YES or NO to grant the Negotiating Committee Strike Sanction Authority (see sample ballot). **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 to Cadence Giddens you are willing to strike to get a fair contract.

| | |
|---|---|
|  | <i>Cadence Giddens Sanction Vote</i> |
| <i>I am in favor of requesting strike sanction from Grand Lodge, as provided in Article XVI of the Grand Lodge Constitution</i> | |
| YES <input type="checkbox"/> | NO <input type="checkbox"/> |

CONTRACT VOTE (2 BALLOTS)

Below are samples of the two ballots you will vote once a final contract offer has been negotiated.

| | |
|---|---|
|  | <i>Cadence Giddens Contract Vote</i> |
| <i>I ACCEPT the Contract</i> | <input type="checkbox"/> |
| <i>I REJECT the Contract</i> | <input type="checkbox"/> |

| | |
|---|---|
|  | <i>Cadence Giddens Strike Vote</i> |
| <i>I VOTE TO STRIKE</i> | |
| <i>YES.....</i> | <input type="checkbox"/> |
| <i>NO.....</i> | <input type="checkbox"/> |
| <small>Failure to obtain a two-thirds (2/3) YES on this ballot will result in the acceptance and ratification of the Company's last best and final offer.</small> | |