

What is a Strike Sanction Vote?

A Strike Sanction Vote is the **very important** first step of the administrative action that is required under the IAM Constitution to call a strike. The Strike Sanction Vote ensures that should the membership later reject the company's "Last, Best, and Final" contract proposal, and vote to reaffirm the strike sanction vote with a second vote called the "Strike Authorization Vote," the IAM Constitutional requirements of receiving approval to call a Strike and to receive Strike Benefit Payments have been satisfied.

A "Strike Sanction Vote" **does not** mean you are going on strike! To take strike action against an employer, your IAM Constitution requires the following steps be taken:

- (1) All state and federal notifications be made.
- (2) A "Strike Sanction Vote" be approved by the affected membership.
- (3) Items (1) and (2) are sent to the Executive Council of the IAM to ensure compliance and receive authorization.
- (4) Negotiations have ended between the employer and your union negotiating committee.
- (5) A meeting is held for the affected membership to go over the employer's proposal, and for each member to cast a "yes" or "no" vote on ratification of the proposal.
- (6) If a majority vote to reject the employer's proposal, then the membership must immediately take a "Strike Authorization Vote." The Strike Authorization Vote must be approved by two-thirds (2/3) or (66.7%) of those members voting to commence a strike.

If the strike authorization vote fails to carry by the required two-thirds (2/3) majority vote, the company's "Last, Best, and Final" offer will be accepted. Without the necessary membership support for a strike, our negotiators have no power to insist on our bargaining demands.

Authorizing a strike is not a simple process, and the safeguards that are in place are there to ensure that only you, the affected membership, have a vote in making that final decision. That is to accept or reject the contract offer, and if rejected, whether to authorize a strike. Just remember, strike benefit payments cannot be authorized if you do not vote in favor of the strike sanction!

**International Association of Machinists and Aerospace Workers
District 776**

Spokesman: Doyle Huddleston, President/DBR

Negotiating Committee

Daniel Sanchez Justin White Joseph Lopez

Tim Castloo Shannon Marsh Ken Clare

Greg Toulouse Brian McKinney Adam Arabie

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