

Member Conduct During Negotiations And Strikes

- The law understands emotions run high during bargaining and strikes.
- But our members cannot threaten people, we cannot damage or destroy company property, and we cannot block entries or exits.
- Continue to work and show the company the value of our Labor.
- Stay informed and don't spread rumors: Attend Local meetings, sign up for email or text alerts, visit the **IAM-Weyco2026.com** website often

Other General Reminders During and After Negotiations

- Don't be abusive – In general, members should avoid using especially harsh profanity and language that could be viewed as extremely hostile. Again, the law understands things get intense and some impulsive behavior is expected, but there's a line. You probably have some sense of it intuitively.
- Don't defame the company – Members are free to express themselves, give their opinion, and "tell it like it is," even if it's highly critical or inflammatory. But you can't say anything that you know to be untrue, or recklessly say something without caring if it's true or not. Always have a reasonable basis for what you say.
- Don't refuse a direct order by a supervisor – Remember the basic principle of "work now, grieve later." The exception to this rule is when you have a reasonable fear about a safety issue. Otherwise, nothing changes with respect to our normal grievance process. If a supervisor is getting out of line, document it, we'll discuss it internally, and then we'll collectively decide whether to act on it.
- Remember – Striking is a last resort. We need to be prepared for a strike, but the goal is to bargain a contract that the Negotiation Committee can recommend and the Membership can approve.
- Stay Disciplined, so we don't let the Company off the hook – Let them make the mistakes, so we can take advantage and gain leverage at the Bargaining Table.