



GEARS in the NEGOTIATION PROCESS



Identifying the issues.

Members determine the most important issues for our Union contract negotiators through a variety of methods, including:

- Contract surveys distributed to members
- Input from members given to the Negotiating Committee in daily interaction.
- Continuous efforts to identify problem areas within the facilities.
- Local Meetings
- Additional input can be made through the **IAM-Weyco2026.com website**.



Formal Contract Negotiations Begin.

The Union Negotiating Committee will present the Company contract proposals addressing membership issues. This is a three-step process:

1. Issues addressed at Local Negotiations about items related to local shop or site-specific issues.
2. Timberland-specific issues, including (Woods, Yards, and Trucking), will be addressed at the Timberland Sub Committee negotiations.
3. Financial-related issues – Wages, Vacation, Healthcare, and Retirement will be addressed at the Big Table for all members and locations.



Stay Informed and Give input.

Throughout the negotiation process, it is essential that we have communication with the members. Attend meetings, voice concerns to your Committee members and Stewards, or e-mail if you have input to provide. Email and Text notifications will be used to make sure all members have the opportunity to be informed. Please see the **IAM-Weyco2026.com** website for more information.



Strike Sanction Vote.

This important vote 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 that a strike is likely to occur. This vote, also called a Strike Authorization vote, will take place in April, with a more specific date and locations to be announced.



Last and Final Offer.

At the conclusion of bargaining, and after the Company delivers its last and final offer, the Union will print a summary of the proposal. This information will be distributed to Union members to review. After the Company presents its last and final offer, we plan to give members a few days before the vote to review it. We expect this final proposal to be available to our members and voted on prior to the **May 31st, 2026**, expiration of our Union Contracts.



Contract Vote.

After reviewing the proposal, IAM members vote on a two-part ballot.

First, members vote to ACCEPT or REJECT the contract proposal submitted by the Company. This vote passes or fails by a simple majority 50% +1 vote of those who vote.

Second, members vote to reaffirm the strike authorization vote. The IAM Constitution requires 2/3's of those voting must reaffirm the strike sanction in order to call a strike.

NOTE: 99 percent of contracts are ratified and accepted by the membership. A strike is a rare occurrence, and only occurs after getting a super majority of the members. Ultimately, it is the members' decision.



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