

**International
Association of
Machinists and
Aerospace Workers**



Northwest District 250
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To all members of Local 11

Sometimes, when negotiating a Collective Agreement, a Union may find its members locked out or may find it has no other choice but to go on strike.

A lockout occurs when, during negotiations for a Collective Agreement, the employer refuses to allow its employees to work in order to force a settlement on their terms. In these instances, an employer may refuse to allow employees onto their premises, change locks, hire security, or close down.

The idea of a strike is simple: if the conditions and terms of work are no longer acceptable to the workers, and if the Union has been unable to make improvements through negotiation, the workers withdraw their labour to exercise financial pressure on the employer in order to obtain what the workers are fighting for.

While strikes are often a last resort, they are an important tool and a recognized right for Unions.

In some cases, IAM members may find their workplaces picketed by members of another Union that is on strike. When we stand with other Union members by refusing to cross their picket line, we help put added pressure on their employer. Many other Unions' struggles are linked to our own and we need to remember that one day, we may need their support in our own disputes.

Today we are sending you this letter accompanied with some information concerning picket lines and we urge you to carefully read this information, during a strike or lockout situation that you are involved with it is of the utmost importance that we support each other and not break solidarity, when we do this, we stand a greater chance of obtaining gains along with what the workforce deserves.

When we stick together and support each other we **win together**, we all benefit from the gains that are made.

In Solidarity,

Walter Gerlach
Directing Business Representative
IAM Northwest District 250

David Lau
President
IAM Local 11

WG/rjt
moveUP

Affiliated Local Lodges: 11, 456, 550, 692, 1857, 2711

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