

STRIKE AUTHORIZATION

What is a Strike Authorization?

A strike authorization gives the bargaining team the authorization to call for a strike if/when the need arises. **A strike authorization is not a vote to go on strike.** It makes a strike possible, but does not guarantee we will go on strike.

What is the purpose of a Strike Authorization?

1. To determine the membership's level of commitment to fight for acceptable contract terms,
2. To ensure that a strike cannot and will not be commenced without that commitment, and
3. To signal that commitment to LSNYC.

This is why it is so important to have a strong showing at the Strike Authorization vote. The more members who participate in the vote, the stronger position the bargaining team is in to demand a better pre-strike offer from management. We're looking for 100% participation!

How is a Strike Authorization Passed?

1. The Strike Authorization is put to a vote of the entire membership upon adequate notice.
2. Under the UAW Constitution, the strike authorization **must pass by a supermajority of 2/3** (of those voting yes or no, since as with other votes, abstentions and uncast votes do not count).

When Does a Strike Authorization Vote Happen?

Our strike authorization vote started January 28, 2025 and will be open until February 1, 2025 at 7PM.

An authorization vote can be early or late. It can be held at the very beginning of the bargaining process, when demands are approved, much later at the time of a ratification vote, or at any point in between (for example, when management has just done something to make the members really angry).

An authorization vote can be proactive or reactive. It can be based on general principles as a cold-blooded determination and threat that we will get an acceptable offer without a strike or at a certain point we will walk out. Alternatively, as referenced above, it can be based on an angry reaction to a specific occurrence and a threat that we will strike if management makes us mad enough.

If the Strike Authorization Passes, What's Next?

If the Strike Authorization vote passes, it gives the Bargaining Team leverage to tell management that we expect their last pre-strike contract offer by a certain date, and that the members will hold a second vote on whether to accept the contract or vote it down and go on strike.

Involving the entire membership directly in the decision whether to implement the strike authorization and actually strike has the advantage of being more democratic, thus enhancing the perceived legitimacy of the decision whether to strike and increasing member buy-in to that decision.

So When Would the Strike Actually Start?

The Bargaining Team plans to tell management that we need their last pre-strike offer by March 7, 2025. On March 7, 2025, all members will get 7 hours of administrative time. This time allows us to meet and discuss whether to ratify the contract (and thus avoid a strike) or reject the contract. If we reject the contract on March 7, the strike will start automatically.

Remember to not schedule any meetings or court appearances for March 7!

Why Is There A Strict Deadline For Starting the Strike?

The advantage of a strict deadline is that it protects against the employer stalling and, with a scheduled pause for consideration and debate of the contract offer, helps prevent the employer from sandbagging us with their real offer at the last possible moment.

The best way to avoid a strike is to be prepared and willing to strike. If we reject management's last pre-strike offer, but aren't willing to strike for a better offer, management will think we are not committed to our demands.

We need to show management that we are united and willing to strike for our demands. That means having everyone participate in the strike authorization vote, and making it clear that we are willing to walk out if we don't get what we deserve!

This bargaining information was prepared by the Member Education Committee - please submit any questions to the Committee here: <https://tinyurl.com/lssaquestions>