

Strike Vote FAQ

- Q:** Must there be a strike vote (sometimes called a strike mandate vote or strike enabling vote) before a strike can take place?

A: Yes, a strike vote is required by the Labour Relations Act before a union can lawfully commence a strike of employees in the bargaining unit.
- Q:** Does a successful strike vote mean there is going to be a strike?

A: No, a strike vote only gives your union executive permission to call a strike if the parties are unable to reach an equitable agreement at the bargaining table. Most strike votes do not result in job action.
- Q:** Who is eligible to vote?

A: All employees in the Contract Teaching Faculty and Part-time Librarians bargaining unit are eligible to vote.
- Q:** How will the vote be conducted?

A: The vote will be conducted electronically using a secure online service. You will receive an individual invitation to vote that will be sent to your @wlu.ca email address.
- Q:** Is this a secret vote?

A: Absolutely, neither the union nor the employer have access to how individual members voted. A secret vote is required by the Labour Relations Act.
- Q:** What result is required for a strike vote to be successful?

A: More than 50 per cent of those voting (50% + 1) must vote in favour of the strike for employees to engage in a legal strike.
- Q:** Why should I vote in favour of calling a strike if necessary?

A: Strike preparedness sends a strong message to the employer about the unity and conviction of Contract Faculty members. It also sends an unequivocal message that the membership stands behind its Negotiating Team.
- Q:** Do negotiations continue after a successful strike vote?

A: Yes, a strong strike vote puts us in a stronger position as we enter into the conciliation process. In fact, a strong strike vote is often sufficient to get the employer to take the union seriously during conciliation.
- Q:** Will I be paid if there is a strike?

A: Members participating in a strike (e.g., picketing) are eligible for strike benefits from the CAUT Defence Fund and from WLUFA reserves. Currently, Defence Fund strike pay is \$88 per day, 7 days a week. Because this is not employment income, strike pay is not taxable and there are no deductions from this amount. Ironically, some members would earn more on strike than in the classroom.