



Strike Vote FAQ

1. **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.
2. **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.
3. **Q:** Who is eligible to vote?
A: All employees in the Contract Teaching Faculty and Part-time Librarians bargaining unit are eligible to vote.
4. **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.
5. **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.
6. **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.
7. **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.
8. **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.