

## CUASA Strike Vote FAQ

May 10, 2018

### **When and where do I vote?**

Polls will be held May 16 and 17 from 9:00am-5:00pm in three locations:

1. Minto CASE (outside the Bell Theatre)
2. University Centre atrium
3. Loeb Building (at the base of the ramp from Southam).

Advance polling will be held Monday, May 14 from 9:00am-5:00pm in the CUASA boardroom, 2009 Dunton Tower.

Due to a number of requests from members who will be out of town next week, we will be allowing a sealed envelope ballot tomorrow, May 11, from 9:00am-4:30pm in the CUASA office, 2003 Dunton Tower. Come with your photo ID. You will be given a ballot to vote on which will then be placed in a sealed envelope in the ballot box, which will be locked over the weekend. The sealed envelopes will only be opened in the presence of a scrutineer once the voting is complete on May 17.

*Please only use this option if you cannot make any of the three polls next week.*

### **What is a strike vote?**

CUASA calls a strike vote when the collective bargaining process reaches a point where the Employer is demonstrating behavior that points to an unwillingness to meet the demands of the membership. A strike vote is a mandatory requirement under the law for a union. A union will then set up polling stations to conduct a secret ballot vote for its bargaining members. A successful vote authorizes the union to call a strike if no agreement with the Employer is reached, but only if the union is in a legal strike position.

### **Are we going on strike?**

Hopefully not! A strong strike mandate *does not necessarily mean we will strike*. This is just the first step in a long process. However, it does indicate to the Employer that we are ready to do so if necessary. A strong strike vote could mean a strike will be less likely because it signals to the Employer that we are united in our resolve to obtain the best possible contract. In fact, over 95% of all contract negotiations in Ontario are resolved without a strike.

## **Why are we having a strike vote now?**

The negotiating team has so far had twenty-six (26) bargaining sessions with the Employer. However, on May 2, 2018, the Employer notified CUASA it was filing for conciliation. This happened before we even had a chance to present all of our proposals at the bargaining table. CUASA has since issued a formal request for mediation, which the Employer has accepted. However, a strong strike vote puts pressure on the Employer to mediate in good faith and pressure them to not return to conciliation.

We are now past the one-year anniversary of the contract expiration. We do not wish to withdraw our services. Job action is *always* our last resort. However, we need to make the Employer understand our position and address our key issues.

CUASA has identified three key outstanding issues on which we've received a lot of resistance, issues that we believe we will continue to see that resistance on. Those issues are a pay equity plan to address the gender pay gap, fair salaries for fair work, and the administration's April 20 attack on the Pension Plan.

CUASA's [Bylaw 3](#) states the council decides to call a strike vote on the recommendation of the Negotiation Team. Council unanimously approved a Strike Vote at an emergency meeting on May 4.

## **Are negotiations continuing?**

As of May 10, 2018, CUASA and Carleton University have agreed to mediation. We have proposed six dates to meet with the Employer and Arbitrator William Kaplan: May 26 and 27, September 8 and 9, and September 15 and 16, 2018. Your union is committed to using the mediation process to achieve a fair deal. We will make ourselves available as often as possible, including for any possible cancellations Arbitrator Kaplan may have.

## **Why does a strike vote matter?**

The most effective strike mandate vote has a high turnout from the entire CUASA membership and a strong strike mandate. If we get both a high turnout and a strong strike mandate, it will send a strong message to the employer that CUASA members are not satisfied with how contract negotiations are going. A high turnout is important because it shows that the majority of the membership is engaged *and* mobilized. It will tell the employer they should reconsider their bargaining position.

**I will be out of town at the time of the vote. Can I vote now?**

Yes. Under CUASA's bylaws, proxy voting is not permitted however advanced polling is allowed. See advanced polling instructions above.

**What happens if I am not on the voter's list?**

If your name is not on the voter's list, you will still be allowed to vote providing you have a piece of identification (a current pay stub is also acceptable). Your vote will then be segregated in a manner that does not allow anyone to know how you voted. CUASA staff will then attempt to verify you as a member of the bargaining unit.

**On count day, who can be present?**

On counting day, members are entitled to attend the counting sessions as scrutineers. The assigned staff will be assigning members. Members selected as scrutineers will be present for the full count. The count will begin after the polls close at 5:00pm on the last day, May 17

**How do I get more information?**

Attend our information session on May 16 from 10am-12pm at 360 Tory Building. Your Negotiation Team will be on hand to answer any questions you may have related to this vote.

**What will the ballot look like?**



**YES - I authorize CUASA Council  
to call a strike if necessary.**

**NO - I do not authorize CUASA  
Council to call a strike if necessary.**

(Please clearly indicate your choice with an X)