

**TO:** All MUNFA Members

**FROM:** Nominating & Balloting Committee

**DATE:** January 16, 2023

**SUBJECT:** Information Regarding Strike Vote

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A reminder to MUNFA Bargaining Unit members that the strike vote will be conducted electronically on Wednesday, **January 18, 2023 from 8:00 am – 8:00 pm** Newfoundland Time (UTC-03:30).

Bargaining unit members will receive a voting login link as well as login information via their MUN email account on January 18<sup>th</sup> at the start of the election (8:00 am NST). Please see the FAQ below for further information.

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

A strike vote is a vote taken among employees in a unionized workplace to authorize a strike. If successful, it provides the union with a strike mandate.

A strike vote is NOT a vote on whether or not to actually call a strike. Nor does it mean an immediate halt to negotiations. Rather, it is a vote by the membership on whether to give the MUNFA Executive the authority to call a strike if and when the Executive concludes that such a step is necessary to reach an acceptable agreement. A majority vote is sufficient to pass a strike vote. The stronger the vote, the less likely a strike may be, as it alerts the employer to the collective strength and resolve of its membership. In fact, a YES vote with a strong mandate is often the best way to secure a fair and equitable collective agreement without a strike.

### **Why is it important to participate in a strike vote?**

The most effective strike mandate vote has a high turnout (the proportion of members who vote) and a strong strike mandate (the proportion who vote yes). A high turnout together with a strong strike mandate sends a strong signal to the employer that we are serious about our proposals and positions.

A high turnout is important because it shows that a wide cross-section of the membership is engaged and mobilized about the bargaining process. A strong yes vote is also important because the union is strongest when it is united. The employer will be much likely to negotiate seriously if they know that the vote represents a real threat, and not just a bluff.

A strong strike mandate vote does not necessarily mean we will strike, but it does indicate that we are ready to do so if necessary. Often a strong strike mandate alone is sufficient to get the employer to take

the union seriously in negotiations. Indeed, very often faculty associations achieve agreement with their employers in the period between a strike vote and the time a strike would begin.

### **When will the strike vote happen?**

An electronic, secret ballot strike vote will be conducted on January 18, 2023 from 8:00 am – 8:00 pm Newfoundland Time (UTC-03:30). Members will not be able to vote before or after the designated voting period.

### **How will I vote?**

Members will receive a voting login link as well as login information via their MUN email account at the start of the election period (8:00 am NST). After logging in, a tamper-proof electronic ballot will appear. Once the ballot is filled, you may review your ballot prior to final submission. After you submit a ballot, the results are encrypted and kept anonymous. You are issued a receipt, which will allow you to verify that your vote was cast as desired, and you are then blocked from voting again.

### **Will the administration or MUNFA know how I voted?**

No. After your ballot is filled, the results are encrypted and kept anonymous. Vote administrators cannot see how individuals have voted on the Simply Voting platform.

### **Who do I contact if I encounter voting issues?**

Please contact the MUNFA office at (709) 864-4090 as soon as possible. Technical support from MUNFA will be available throughout the voting period.

### **Where are the electronic data for the Simply Voting service stored?**

Simply Voting data are held in Canada; primary servers are located in Kelowna, BC, and back-up servers are located in Mississauga, ON.

### **How does Simply Voting ensure accessibility for voters?**

The Simply Voting interface is regularly audited by the Bureau of Internet Accessibility against Section 508 and WCAG-2 accessibility requirements in order to ensure compatibility with screen-reading technology.