

# Backgrounder

August 21, 2023

## Bargaining Backgrounder: Strike Vote

Below are answers to some frequently asked questions about a strike vote and what that means for OECTA's bargaining process.

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

A strike vote is a crucial and required tool in the bargaining process. All active OECTA members will be eligible to cast a vote on whether to authorize strike action.

If a strike vote is passed by the membership, it gives the Association a "strike mandate," and grants the authority to engage in a variety of possible strike actions recommended by the Provincial Bargaining Team, as determined by the Provincial Executive.

Conducting a strike vote is a necessary step under the *Ontario Labour Relations Act* before any legal strike action can be taken. Only one strike vote is held at the provincial level for any round of bargaining.

### ***Does taking a strike vote mean that OECTA will go on strike and/or make strike action more likely?***

No – taking a strike vote does not necessarily mean the Association will immediately go on strike or take any other form of job action. Instead, it makes the option of collective job action available to the union. It also is a public statement of the solidarity and resolve of Catholic teachers, which sends a strong message to the Ford Conservative government that our union stands united, prepared to do whatever is necessary to protect and build on the success of Ontario's publicly funded education system, and to support the students we serve.

A strong strike vote mandate sends a signal and puts the onus on the Ford Conservative government to get serious at the bargaining table and work meaningfully with Catholic teachers to reach a fair deal that supports Ontario students, educators, and families.

### ***Does taking a strike vote mean that bargaining ends?***

Negotiations can continue during and after a strike vote is held. It is a step within the bargaining process. The Association has agreed to bargaining dates in September with representatives from the Government of Ontario and Catholic school boards.

Catholic teachers want to be in the classroom, with their students and we will continue to work toward realizing a fair, negotiated collective agreement.

For more information on Ontario's collective bargaining process, [CLICK HERE](#).

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