



**A “NO” VOTE IS NOT A STRIKE VOTE!**

**THIS IS NOT A STRIKE VOTE, THIS IS A VOTE ON WHETHER TO REJECT OR ACCEPT  
THE UNIVERSITY’S UNACCEPTABLE “FINAL OFFER”**

VOTING NO to the university’s “final offer” does NOT mean that we will be on strike as of midnight on September 3<sup>rd</sup>. This is in spite of the latest bulletin from the university which is intended to frighten you into voting yes. The university’s negotiator stated that a lock-out “will never ever happen” and your bargaining team continues to be committed to the negotiating process.

VOTING NO will send a very clear message to the university bargaining team that their offer is unacceptable and far from the best achievable. Their misleading, scare mongering tactics should not sway you into accepting a contract which would see your quality of work life devalued through the elimination of the jointness of the job evaluation process, and has a very real potential for the elimination of your defined benefit pension plan and post-retirement benefits.

If you vote yes to this offer, you will be making concessions that are unfair, unnecessary and will NEVER be recovered. These concessions will be immediate and irreversible!

While the university has made pointed reference to the posting of strike information on the Union website, this information has been posted at the request of members and is intended only to serve the interests of our members. It does not mean we want to strike.

Our team has been working steadfastly since April to arrive at a fair and reasonable collective agreement. We did meet with the university team this morning to discuss such things as picketing protocol and essential services. Again this does not mean that we will be on strike if you refuse their “final offer”. We are simply continuing to work with the university team to protect our members’ interests in any eventuality.

Please take this opportunity to exercise your right to cast your vote.

**VOTE NO! SEND THE UNIVERSITY BACK TO THE TABLE!**