

## **Strike and Ratification Votes Policy**

1. Members of a Bargaining Unit eligible to vote on UWOFAs strike and ratification votes are:  
Full-Time Members who are paying dues or who are on an approved leave (as per the relevant Collective Agreement) at the time of the strike or ratification vote; and,  
Part-Time Members who are paying dues or who have Preferred Status (as per the relevant Collective Agreement) at the time of the strike or ratification vote.
2. One master voting list of eligible Members, as defined above, shall be prepared by the UWOFAs staff. The master voting list shall be used at all voting locations.
3. Both in-person voting at polling stations on campus and online voting will be used. In-person voting will take place first, followed by online voting. Members who voted at in-person polls will have their names removed from the master voting list used to contact the membership about online voting.
4. If a person's name is not on the master voting list, they should contact UWOFAs staff to arrange for a ballot. That person may still vote in-person or online but the ballot shall be sequestered pending verification of the eligibility to vote.
5. Votes shall be administered by the Strike Action Committee.
6. Strike and ratification votes of the Faculty Bargaining Unit shall each have in-person polls open on at least two days and in at least two different locations. Following that period, online voting shall be open for at least two days.
7. Strike and ratification votes of the Librarian and Archivist Bargaining Unit shall each have in-person polls open on at least one day. Following that period, online voting shall be open for at least two days.
8. Voting locations and hours shall be selected to allow easy and convenient access to members of the Bargaining Unit. Only one poll shall be open at a time.
9. Each poll must have at least two Members serving as polling clerks. Polling clerk instructions and supplies shall be provided by the UWOFAs staff.
10. The Secretary of the Association shall act as the Scrutineer. The Scrutineer and at least two other Members are required to tally the vote. Vote results shall be provided to the President immediately after the tally has been completed.

Approved:  
Board of Directors – February 20, 2024