

Faculty Script for Discussing a Potential Strike with Students at Ontario Tech

Slide 1: Intro Slide

- You may have heard that Faculty at Ontario Tech are in bargaining with the University and that we could result in a potential strike if the parties can't reach an agreement.
- Faculty are trying to make sure students are as informed as possible during negotiations as we will need your help to avert a strike if Ontario Tech continues to bargain in bad faith.
- We do not want a strike at Ontario Tech and Faculty Members are working hard to avoid one, but we need the support of students and Ontario Tech community members.
- Follow the UOITFA through our website on our social media platforms to make sure you don't miss any updates and you can always ask me or other representatives from the Faculty Association at office@uoitfa.ca

Slide Two: Do I need to be worried about a potential strike or lockout at Ontario Tech?

- You've probably heard that UOITFA has requested a "no-board" from the Ministry of Labour, does anyone know what that means?
- Explanation: Once the Ministry of Labour appointed conciliator provides us with a "no board", there will be a 17-day period where negotiations between the faculty association and the administration will continue.
- If no deal is made during that period, faculty will be in a legal position to go on strike.
- **While we have requested a no-board, we have not yet set a firm strike deadline. Follow the FA website and social media sites for updates on a potential strike at Ontario Tech.**

Slide Three: You are probably wondering what effect a strike will have on classes

- A strike could affect your classes if they are taught by a full-time Faculty member including tenured, tenure-track, teaching or limited-term faculty.
- We're not sure what plans the Ontario Tech Administration would make in the event of the strike, but we will do everything we can to keep you informed.
- Following the Faculty Strike in 2022, we worked tirelessly to ensure that when the strike ended, students weren't negatively impacted and were able to complete their courses on time – **rely on your personal experience for this slide if you we're here during the February 2022 strike.**

Slide Four: Why should Ontario Tech students care about the Faculty Association's negotiations? Faculty working conditions are student learning conditions

- For the past nine months, we have been negotiating with the university for a new contract that improves the overall quality of education for everyone at Ontario Tech.

- We had hoped that we would not have to rely on our usual mechanism of a potential strike to reach a fair deal for Faculty, given how much stress students are currently under in Ontario's post-secondary sector but Ontario Tech has refused to change their bargaining position since September of 2025 and we are running out of time to negotiate a fair deal before the winter semester ends.
- We are looking to bring Faculty working conditions in line with other Universities across Ontario.
- Faculty are responsible for the excellent research record and positive learning environment that Ontario Tech has become known for.
- Through recruiting and supporting students, delivering high-impact research and engaging with community partners, faculty have prioritized the core educational mission at all costs and Ontario Tech has failed to recognize these contributions in any meaningful way.

Slide 5: Why should Ontario Tech students care about the Faculty Association's negotiations? Collegial governance

- Another important issue in this round of bargaining is collegial governance, and the role Faculty have in the decisions facing the University as Faculty often act as the safeguard against cuts to the academic experience for our students.
- Universities are collegially governed – this means professors should be treated as partners in decisions regarding academic programming including things like budgets, approvals for new academic programs, and the strategic direction of the University and its educational mission.
- Currently in this round of bargaining, and in other collegially governed bodies such as Academic Council, the University is disrespecting the contributions of Faculty Members and undermining collegial governance.
- Supporting Faculty at Ontario Tech means supporting fair and transparent decision-making around the issues that impact your education.

Slide 6: Help Faculty Avert a Strike

- Faculty have been left with no choice but to use the leverage tools we have available, in the hopes the University returns to the table to negotiate a fair Collective Agreement in good faith, in order to avoid a strike.
- You can support Faculty Members and help avoid a strike by sending an email to the Ontario Tech President and Senior Administration telling them to negotiate a fair deal that puts your learning conditions first to avoid a strike.
- There is still time to avoid a strike. Last round of bargaining, students, faculty, parents, and community members sent thousands of messages to the University which helped us to avoid a strike.