



why vote in
favour of a strike?

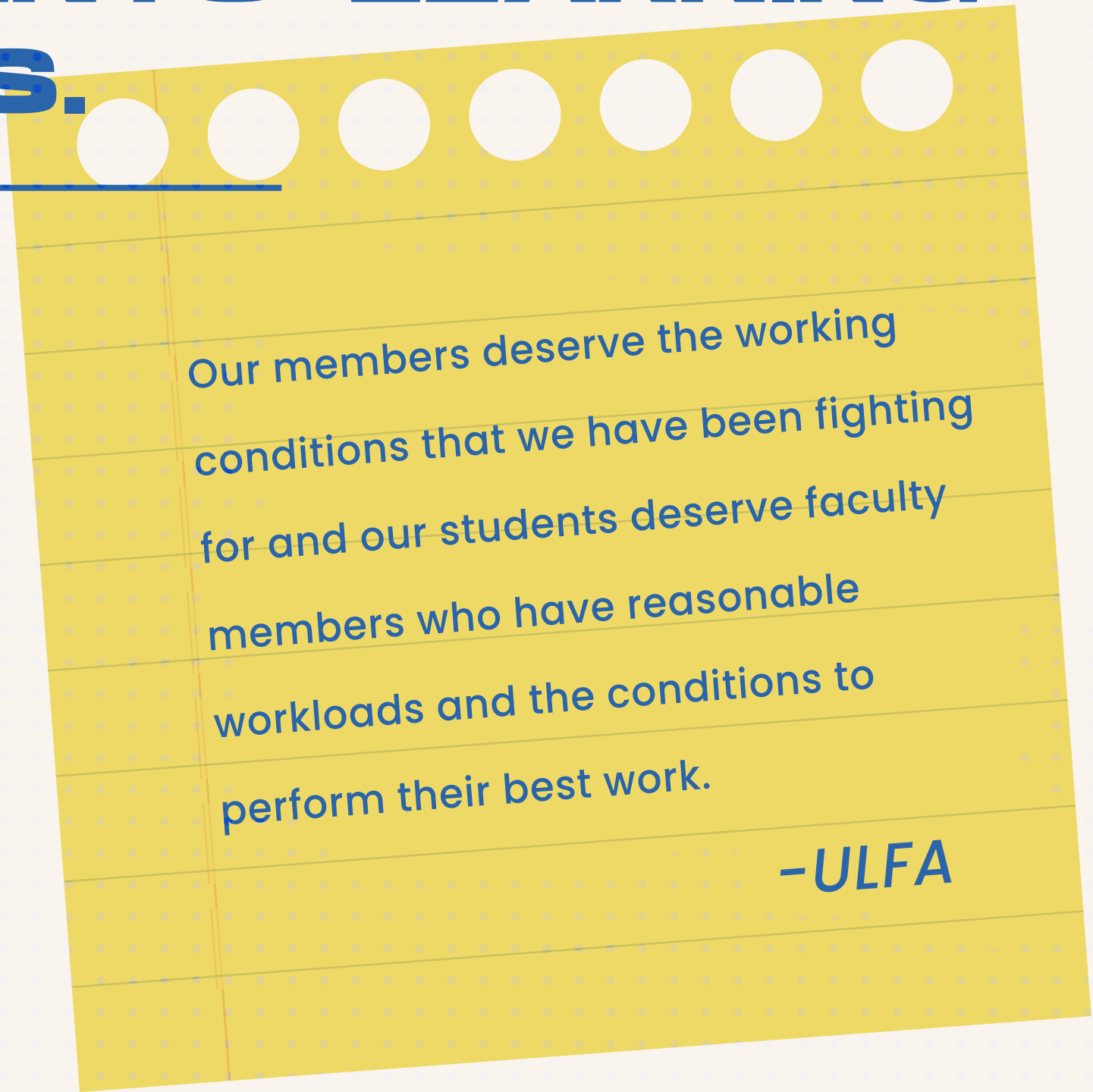


01.

OUR WORKING CONDITIONS ARE STUDENTS' LEARNING CONDITIONS.

Many members note they now teach more students than before, without any additional classroom support.

We can't improve these conditions without applying additional pressure on the Board.



Our members deserve the working conditions that we have been fighting for and our students deserve faculty members who have reasonable workloads and the conditions to perform their best work.

-ULFA



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02.

WE NEED TO BREAK A CYCLE OF ACCEPTING BAD DEALS AND SALARY EROSION.

ULFA members took a 1% pay cut in 2013 when the university was in financial trouble and no other faculty association in the province did so.

ULFA members are expected to continuously accept losses when times are tough, but we do not realize gains when times are good.

A grey silhouette of a person's head and shoulders is shown in profile, facing right. A blue speech bubble with a white border points from the person's mouth towards the center of the page.

**OUR MEMBERS
HAVE ALREADY
GIVEN ENOUGH!**



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03.



ULFA Members

teach contract to contract without job security or basic health benefits and professional supplements.



32%

ULFA members earn less than the average income in Lethbridge

ULFA Members self-report working more than 40 hours a week

The University did not provide sessional lecturers and term instructors with financial support for the costs associated with transitioning to online instruction and ULFA stepped in to provide this.

THE STATUS QUO IS INEQUITABLE.



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04.

THE BOARD'S CURRENT OFFER IS INSUFFICIENT.

We have not made progress on the issues that our members gave us a mandate to fight for.



WE HAVE FOUGHT OFF

4% ROLLBACKS
EROSION OF ACADEMIC FREEDOM
OTHER HARMFUL LANGUAGE

all of which were unlikely to ever be accepted.



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05.

“TIME’S UP.”

The Board has a continued pattern of delays and prolonged negotiations.

We’ve been bargaining for over 600 days.
This has gone on long enough

**A strong strike mandate
is the fastest way to
bring negotiations to an end.**