

This page explains why the association is holding a strike vote, what the vote means, how voting works, and what comes next. It also answers common questions about job action, strike pay, benefits, students, WIL, and pensions.

### ▼ **Why is NASA holding a strike vote?**

A strike vote is about leverage and credibility, not disruption. After extended bargaining and mediation, progress on key issues (wages, workload, job security, benefits) remains limited. A strike vote gives your Bargaining Committee a stronger mandate to push for a fair agreement and signals to the employer that members are united and engaged.

Historically, a strong strike mandate often encourages meaningful bargaining and can reduce the likelihood that job action is ever required.

### ▼ **Does a strike vote mean we are going on strike?**

No. A strike vote does not mean a strike will automatically happen.

A successful vote authorizes the association to use job action as a last resort if all other options fail. If NASA's Bargaining Committee and Executive decide to call a strike, NASA would provide further communication to members, ahead of providing the required 72-hour strike notice to NAIT.

### ▼ **What happens if the strike vote passes?**

If the vote passes, NASA gains a legal and strategic mandate to escalate pressure if necessary. This may include continued negotiations or other actions, but not an immediate strike.

Members will be kept informed at every stage, and no job action would begin without clear notice and guidance.

### ▼ **Who is eligible to vote in a strike vote?**

Under Alberta's Labour Code, the following members are eligible to vote:

**Employees who are currently employed, or those who have been employed up to 60 days preceding the vote.**

Members who are unsure about their eligibility should reach out to NASA to confirm their status before the vote. Contact: [nasa@nait.ca](mailto:nasa@nait.ca)

▼ **How will the strike vote be conducted?**

The strike vote will be administered using Simply Voting, the same secure, third-party platform used for all NASA elections and AGM motions. Simply Voting ensures confidentiality, accuracy, and fairness.

The voting period will run from:  
Tuesday, January 14 at 8:00 a.m.  
to

Wednesday, January 15 at 4:00 p.m.

Eligible members will receive a unique voting link by email during the voting window.

▼ **How will voting information be shared?**

NASA will use NAIT email addresses wherever possible to distribute voting information.

For members who are no longer actively employed but remain eligible to vote, a personal email address is required to ensure secure delivery of voting materials. NASA already has personal email addresses for many eligible casual and temporary members. Where we do not, we have formally requested this information from NAIT.

If your employment status has changed recently or you are unsure which email address NASA has on file, please contact us so we can confirm your information in advance of the vote.

▼ **When will the results be released?**

Strike-vote results will be communicated to members as soon as possible after the close of voting, once the results have been verified and confirmed by the association. NASA is committed to sharing results promptly and transparently.

## **Job Action FAQ**

## ▼ **Are there strike pay and benefits during job action?**

The short answer is, yes.

If job action were to occur, eligible members, including casual and temporary members who are currently working in a NASA position for NAIT, would receive strike pay through the NASA Defence Fund.

Strike pay would be provided to eligible members who participate in strike-related duties, such as attending the picket line and or completing other work as required by NASA. Strike pay is intended to help offset lost wages during job action. While it does not fully replace regular pay, it provides meaningful financial support, so members are not carrying the burden alone.

For all members who have NAIT's Alberta Blue Cross Benefits at the start of job action, NASA's Defence Fund would be used to cover the cost of these benefits for the duration of any job action. This ensures members and their families continue to have access to health coverage while participating in collective action.

Further details - including strike-pay amounts, eligibility requirements, and benefit coverage - would be communicated well in advance of any job action.

## ▼ **How would strike pay be administered?**

If job action were to occur, strike pay would be administered through PayWorks, NASA's payroll provider.

Over the next two weeks, NASA will be contacting members using personal email addresses to ensure secure communication regarding strike pay. These emails will include a link to PayWorks, where members will be asked to enter or confirm their direct-deposit information.

Once this information is collected, a test payment will be issued to confirm that the system is functioning correctly and that payments can be processed smoothly if needed. Providing this information in advance helps ensure that, should job action occur, strike pay can be distributed efficiently and without delay to eligible members who are completing strike-related duties.

Members who do not receive an email or who have questions about the process are encouraged to contact NASA so we can ensure their information is up to date.

## ▼ **What should we say to students?**

It is important for students to know that faculty care deeply about students and the long-term learning environment.

It is also important that members do not try to navigate these conversations alone, so NASA has

created an FAQ section for students on the NASA website to help inform students and to provide talking points for you.

### ▼ **What is a lockout?**

A lockout occurs when the employer prevents employees from working. It is the employer's decision, not the association's. Like a strike, a lockout is governed by labour law and requires notice. While uncommon in post-secondary education, NASA prepares for all possible scenarios and will provide clear guidance should this situation arise.

### ▼ **What's in this for casual, contract, or temporary faculty?**

Casual and temporary faculty are full members of the association and are included in strike pay and strike-related supports.

These members are often most affected by issues such as job insecurity, inconsistent workloads, and lack of predictability. A strong strike mandate improves NASA's ability to negotiate protections and fair practices that matter directly to casual and temporary faculty.

Collective action strengthens conditions for everyone - especially those with the least individual bargaining power.

### ▼ **What if I already have vacation booked?**

If you have vacation scheduled during the period of a strike mandate or potential job action, NASA understands this is a significant concern.

At this time, there are outstanding questions about how scheduled vacation may be treated in the event of a strike or lockout. NASA has received preliminary guidance from legal counsel and is actively confirming details with NAIT.

Once this clarification is complete, NASA will provide clear, written guidance to members so they understand how booked vacation would be handled, if at all affected. Members with upcoming vacation plans are encouraged to contact NASA directly so we can support them and ensure accurate information is shared as soon as it is available.

### ▼ **What happens to students on practicums, job placements, or Work-Integrated Learning (WIL)?**

Students in practicums, clinicals, job placements, or other work-integrated learning (WIL) activities are a priority concern.

In general, many WIL activities are hosted and supervised by external partners and may continue even if there is job action. However, faculty involvement in supervision, assessment, or coordination may be affected depending on the nature of the placement and the form of job action, if any.

NASA is seeking clarity from NAIT regarding how practicums and WIL would be handled in various scenarios so that students receive consistent and accurate guidance. Faculty care deeply about students in placements and recognize the high stakes involved. Any information provided to students will be coordinated, clear, and communicated in advance to minimize disruption and uncertainty.

NASA will share further guidance with members as soon as details are confirmed, and will provide messaging to support conversations with students.

### ▼ **What happens to my pension if there is a strike or lockout?**

Job action does not erase or reduce pensionable service you have already earned. Any pensionable service accrued prior to a strike or lockout remains fully intact. Time spent on strike does not count as pensionable service, because pension contributions are not made during periods when work is not being performed.

In many pension plans, it may be possible to buy back pensionable service for periods of strike or lockout, subject to the rules of the pension plan and applicable legislation. Whether a buyback is permitted, the cost of doing so, and the process involved are matters that must be confirmed with the employer and the pension plan administrator.

NASA has received preliminary legal guidance on pension matters and is actively confirming details with NAIT so that members receive accurate, plan-specific information. Once this confirmation is complete, NASA will provide clear guidance to members regarding pension impacts and any buyback options that may be available.

Members with individual pension concerns are encouraged to contact NASA for support.

### ▼ **How can I support NASA and the strike-vote process?**

There are a few simple but important steps members can take to ensure the strike vote is smooth, inclusive, and effective:

Confirm your personal email address

Make sure NASA has your current personal email address on file. This is especially important for casual or temporary members and for receiving strike-pay and voting information.

Talk with colleagues

Have respectful conversations with your colleagues about why a strong strike mandate matters. High participation and a clear mandate help resolve issues more quickly and strengthen our

collective position.

#### Watch for voting emails

Voting emails will be sent through Simply Voting. Please check your junk or spam folders and add Simply Voting to your safe-sender list to ensure you receive your unique voting link.

#### Vote

Whether or not you believe a strike will happen, participating in the vote is one of the most important ways to support the association and your colleagues.

NASA will continue to provide clear information and support throughout the process.

---

### ▼ **Who can I contact if I have questions?**

If you have questions about eligibility, voting access, strike pay, or member status, please contact NASA at:

nasa@nait.ca

We are committed to ensuring all eligible members are informed, supported, and able to participate fully in the strike-vote process.