
Nine Key Questions on the Possible Upcoming Strike

Q1: What's happening? Atlantic School of Theology Faculty Association (ASTFA), which represents your faculty and professional librarians, has **voted to take strike action**.

Q2: When will the strike begin? The strike could begin as early as **Tuesday, July 1, 2025**.

Q3: Why is ASTFA taking strike action? This possible strike expresses ASTFA's commitment to the enduring viability of AST. The compensation for faculty and librarians hasn't kept pace with the rising cost of living and has fallen far behind that of their peers at other institutions. Without sector-appropriate compensation, it will be difficult for AST to attract and retain the excellent teachers, scholars, and librarians it currently has working to fulfill its core mission. In contrast, the administration has seen significant pay increases and is prioritizing costly capital projects, like the renewal of the 1898 building, over its people. This potential strike action **calls the Board of Governors to reinvest in the core mission of AST and to realign money with its mission**.

Q4: How will this strike affect my studies? ASTFA deeply regrets the disruption this may cause to your studies and life at AST. During the strike, **no classes will be taught by ASTFA members and the library will not be staffed by ASTFA member librarians**. No students will be penalized for crossing or refusing to cross picket lines.

Q5: Is this only about faculty and librarian salaries? While compensation is a significant factor, the strike isn't simply a matter of compensation. It's also a **demand for AST to recommit to core institutional priorities** and address poor capital development being subsidized by the stagnation of ASTFA member salaries. A university that treats its faculty and librarians fairly is a university that invests in its students and the quality of their education.

Q6: Can this strike be avoided? Yes, the strike can still be avoided. There is one final meeting between ASTFA and the Board of Governors planned for **June 30th**. If a just compromise can be reached at this meeting, the strike can be avoided, and classes can continue as normal.

Q7: How long will it last? The length of the possible strike will be determined by progress at the bargaining table. It is hard to say how long a strike will last, but generally speaking, strikes in the post-secondary sector can last a week or two. It is unusual (but not unheard of) for strikes to last longer than that. What happens when the strike ends? Strikes can end or be averted quite suddenly, so it is important to stay connected through the various communication portals that are available. The bargaining teams will continue to bargain throughout a strike and will announce when a tentative agreement has been reached. This doesn't mean the end of the strike: the pending agreement has to be taken to the membership for a vote. This vote generally happens quite quickly, and, once the agreement has been signed by both sides, classes will resume almost immediately.

Q8: Can I join the picket line? Yes, by all means! Our members would appreciate your support. If a strike occurs, information about picketing and other strike-related events will be sent to the Student Union.

Q9: Where can I get more information? Please direct your questions to either the ASTFA President, Alyda Faber, or the Chief Negotiator, Daniel Driver. You can also check our website, ASTFA.ca, for public updates.