

ARTICLE 4 - This agreement and the next agreement

*4.1.2 **Grèves et lock-outs** Pendant la durée de la présente convention, l'employeur et l'Association conviennent de ce qui suit.

a) The employer shall not call a lockout and the members of the Association shall not take any form of strike action, work stoppage or work slowdown.

b) The Association agrees to take all reasonable measures to avoid or discourage picketing, information picketing or similar demonstrations that its members might undertake, individually or in groups, in the context of a labor relations dispute, to disrupt the work and services of the University of Ottawa.

c) A member shall have the right to refuse to cross a picket line of another bargaining unit.

i. The exercise of this right shall not be considered a violation of this agreement, nor shall it be grounds for disciplinary action.

ii. Members shall not perform the work of striking employees nor handle the work normally performed by other employees during any dispute between those employees and the employer.

iii. The Employer shall continue to pay the salary and benefits of any member who exercises their rights under this subsection.