

Section 4.1 This agreement

***4.1.1 Duration** This agreement shall come into effect upon ratification by the parties and shall terminate on April 30, 2018~~20~~.

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***4.1.3 Strikes and lockouts by other unions on campus** For the duration of this agreement, the Employer and the Association agree as follows.

- a) The Employer agrees that it shall not request, require, or direct Members to cross a picket line to do any of the work of striking or locked-out employees of the University; nor shall it request, require or direct Members to do the work of striking or locked-out employees of the University on other premises. In the case of a strike called by other union at the University, a Member shall suffer no loss of pay provided she follows the directives issued by the University Protection Services. The directives shall be posted on the University's website, and a copy shall be forwarded to the Association. The directives shall deal only with the crossing of picket lines and with the performance of the Members' own duties. The employer shall continue to pay the salary and benefits of any member who exercises their rights under this subsection.
- b) No Member shall suffer any loss of pay, be disciplined, or penalized in any way for exercising her rights under this section.

[Existing subsequent sections to be renumbered appropriately]