

4. Protecting Your Rights – Strikes and lockouts by other unions on campus

APUO PROPOSAL – Presented to the employer on March 11, 2021

New Section

***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 Employees 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 Employees to do any of the work of striking or locked-out employees of the University on other premises.
- b) An Employee shall suffer no loss of pay provided they follow the directives issued by University Protection Services.
- c) The University Protection Services directives shall be posted on the University's website, and a copy shall be forwarded to all Association Member and the Association. The directives shall deal only with the crossing of picket lines and with the performance of the Employees' own duties.
- d) An Employee who is unable to report for work because of a reasonable apprehension of personal injury resulting from picket line activity shall suffer no loss in pay, provided that the Employee contacts the University Protection Services and follows reasonable instructions received from that office.

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]