

Complete Policy Title:
**Rights and Responsibilities of
Faculty during Work Stoppages
by Other Groups**

Policy Number (if applicable):

Approved by:
Joint Committee

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Responsible Executive:
Provost and Vice-President (Academic)

Enquiries:
[University Secretariat](#)

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Preamble

This statement is complementary to, and not a substitute for, the statement of “Duties and Responsibilities of Faculty Members” in the Code of Conduct for Faculty. Additional responsibilities of faculty members who also hold administrative positions are described in the terms of reference for these positions.

1. A faculty member has the right to respect the efforts of other employees to secure a collective agreement.
2. A faculty member is under no obligation to carry out the duties of any University employee engaged in a work stoppage (either a strike or a lockout) nor shall he/she be subject to disciplinary action for failing to do so.
3. A faculty member who chooses to assist employees on a work stoppage by, for example, joining the picket lines or speaking on behalf of the striking or locked out employees, shall not be sanctioned for this behaviour.
4. A faculty member has a right not to cross a picket line of striking or locked out employees. In instances where the faculty member elects to exercise this right, and has normal scheduled duties, including the teaching of courses, that would be affected by declining to cross a picket line, either

(a) the faculty member has made other arrangements for carrying out the scheduled duties, and these arrangements have been approved by the appropriate Chair/Director; or

(b) the faculty member has a responsibility to advise the appropriate Chair/Director as early as reasonably possible that he/she will not be available for the scheduled duties, it being understood that, for each day on which this occurs, the member will be deemed to have sought and been granted a one-day leave without pay, but with fringe benefits.

5. Circumstances beyond the faculty member's control may prevent him/her from fulfilling scheduled duties during a work stoppage. In such circumstances, 4(a) and 4(b) above do not apply.