

## POLICIES AND PROCEDURES

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| <b>SECTION TITLE:</b> PERSONNEL | <b>SECTION REFERENCE:</b> PL |
| <b>POLICY TITLE:</b> STRIKES    | <b>POLICY NUMBER:</b> PL-002 |

### **POLICY STATEMENT:**

In the event of a strike by one or more unionized locals at York University, the Student Centre shall remain as fully operational as possible.

**PURPOSE:** TO ENSURE THE STUDENT CENTRE REMAINS OPERATIONAL DURING A STRIKE.

### **PROCEDURE:**

1. The Student Centre will remain as operational as possible, including the administrative office, the Source, the Alumni Conference Centre, the Underground and the Food Court.
2. (a) Student Centre staff are expected to be at work per their posted schedules or regular office hours. Staff who do not come to work will not be paid. Staff who do not attend work during the strike because their conscience does not allow them to cross the picket lines will not be penalized in terms of seniority or shift scheduling or any other remedies following the strike. The Executive Director shall convene a weekly meeting with members of the Executive Committee to review the ongoing impact on the operation and also the economic impact to staff.  
  
(b) On a conscientious basis, staff shall be permitted to participate on the picket lines of a legal strike of the University, for up to 45 minutes at the beginning of their shift, provided that prior notification has been given to their manager of jurisdiction. Staff who opt for such participation will not be paid for the period of absence.
3. Since delays on the picket lines are to be expected, staff shall take this into consideration when planning travel time. However, the YUSC recognizes that it may be difficult to be on time for scheduled shifts. If staff are delayed for their posted schedules, they will not be penalized. The YUSC will honour payment to staff based on the currently posted schedule, even if staff acting in good faith, are late for their shift.
4. Any staff crossing the picket lines should respect the dignity of participants and act with caution, bearing in mind the safety of picketers and their legal right to picket. If staff are stopped, they should explain both their obligation and their right to report to work. Staff should not attempt to force their way through the picket lines if access is denied. Confrontations and altercations should be avoided. The YUSC believes that staff safety and that of picketers is paramount.
5. Attempts will be made to have meetings held outside the picketed area if requested by a member of the Board or affected committee.

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| <b>Contact Person (title):</b> | Chairperson / Executive Director |
| <b>Cross-Manual Reference:</b> |                                  |
| <b>Monitoring Tools:</b>       | Board Minutes                    |
| <b>Relevant Forms:</b>         | N/A                              |

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| <b>Board Approval Date:</b> | March 6, 1997  |
| <b>Review Dates:</b>        |  |
| <b>Revised Date(s):</b>     | May 19, 2006 Administrative Changes : SCC to YUSC and GM to ED |