

 The University of British Columbia Board of Governors	Policy No.: 64	Approval Date: March 1980 Last Revision:
	Responsible Executive: Vice-President, Academic and Provost Vice-President, Administration and Finance	
Title: <p style="text-align: center;">Crossing of Picket Lines</p>		
Background & Purposes:		

1. General

- 1.1. In the event of a strike, The University of British Columbia will take every reasonable measure to remain open. It recognizes that its employees are entitled as a matter of conscience to refuse to cross picket lines during a labour dispute. It is common practice, however, for institutions not to pay employees who choose not to cross picket lines and thus fail to perform their duties. The University will follow this practice, making every effort to treat consistently all its employees, both union and non-union, faculty and staff. To this end, it has adopted the following statement of policy.
- 1.2. In the event of a strike or picketing at this University, the University will remain open unless there is an official announcement to the contrary.

2. Members of the Bargaining Unit of the Faculty Association and Non-Teaching Staff (non-Union) Not in the Bargaining Unit

- 2.1. Department Heads and other senior administrative officers shall, to the best of their ability, ensure that teaching and other commitments are fulfilled, including the maintenance of office hours for student consultation, the marking of student work, the submission of grades, and other duties. Individuals who come to work shall not be required to perform duties outside the scope of their employment. All duties shall be performed in the normal place (relocation of a class or other duties to a non-picketed location is not acceptable) and at the normal times. If a faculty member does not fulfil his/her duties or indicates that he/she intends not to do so, the Head shall immediately notify the Dean and shall undertake a course of action to ensure that the department's teaching commitments are met.
- 2.2. An individual who intends not to cross a picket line as a matter of conscience to meet classes or to fulfil other duties during a labour dispute shall inform the Head of the Department or the Supervisor, as the case may be, within thirty-six (36) hours after a strike is announced.
- 2.3. An individual who has chosen not to cross picket lines for a period of time as a matter of conscience will not be paid for that period. This period will be calculated from the first withholding of services until the full resumption of duties. Payroll deductions will be made, in conformity with University policy for other

groups, on the basis of one twenty-second of monthly salary for each working day withheld up to a maximum of full monthly salary in any calendar month.

3. Staff Members of Certified Unions

- 3.1. Arrangements have been made for the provision of essential services by bargaining unit employees in accordance with the procedures described in Article 8.07 of the CUPE Local 116 Agreement and Article 17.01 of the CUPE Local 2950 Agreement. Such arrangements will be organized by the Human Resources Department and the affected operating department with the appropriate union. Each member designated as providing an essential service will be expected to fulfil all normal duties within the scope of his/her employment as may be reasonably assigned.
- 3.2. Bargaining unit employees who do report for work shall not be asked to perform work which would normally be carried out by those employees on strike.
- 3.3. An employee who chooses not to cross picket lines will not be paid for that period. This period will be calculated from the first withholding of services until the full resumption of duties. Payroll deductions will be made on the basis of one twenty-second of monthly salary, in conformity with University policy, for each working day withheld up to a maximum of full monthly salary in any calendar month.