

TENTATIVELY AGREED
ARTICLE XX – NO STRIKE OR LOCKOUT

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

XX.01 There shall be no strike or lockout during the term of this Collective Agreement. The words "strike" and "lockout" shall be as defined in the Ontario *Labour Relations Act, 1995 (S.O. 1995, c.1, Sch. A, as amended)*.

Commented [WB1]: italicized

XX.02 In the event that any person represented by a trade union and employed by the Employer, other than those represented by the Union, engages in a lawful strike or is lawfully locked out, members of CUPE 3906, Unit 4 will not be required to perform work normally performed by such person. The Employer will ensure that all Supervisors are informed that members of the Bargaining Unit should not be requested to do such work.

Commented [EK2]: Capitalized per definitions

For the Union:

Mitchell Lupa _____ Date
President, CUPE Local 3906

Caleb Smolenaars _____ Date
Lead Steward, CUPE Local 3906

For the University:

Maggie Pooran _____ Date
Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations

Chris Eley Date
Acting Director, Housing & Conference Services & Chair, University Bargaining Team