Strike Policy -- SFU

Policy

In the event of any future labour disputes at the University involving legal strike and picketing action, the University administration, in each instance, will assess the situation and determine whether it is feasible to remain open to serve the needs of students. In the event that the University decides to remain open, the following policies will apply.

Members of a certified union which is legally on strike, or legally withholding services in support of another certified union on campus, which is legally on strike, are entitled to follow the policies of their union. Wages and benefits are, of course suspended during such periods of withheld services. This is normal procedure.

1. Teaching Personnel
   a. The Department Chair will be responsible to ensure that the teaching and related commitments of the department are fulfilled including the offering of instruction in the normal place* and at the normal times, the maintenance of office hours for student consultation, the marking of student work, the submission of grades, etc. In the event that a faculty member or other member of the instructional staff does not fulfill his or her normal responsibilities or indicates that he or she intends not to do so, the Chair shall immediately notify the Dean and shall recommend a course of action to ensure that the Department’s teaching commitments are met.

   b. Each faculty member or other member of the instructional staff will be responsible to fulfill all normal duties related to instruction. Any individual who chooses not to cross the picket line of a certified union to meet classes or to fulfill other duties during a labour dispute shall inform the Department Chair within thirty-six hours after a strike is announced. The Department Chair will then make arrangements for providing services by other means. The arrangements may be for the duration of the then current semester, if the Dean after receiving the advice of the Chair, is of the opinion that the interests of the students can most effectively be met in this manner.

   c. A faculty member or other member of the instructional staff who chooses not to cross picket lines will not be paid for that period of time. The period of time will be calculated, not merely in terms of class hours missed, but full time beginning with the first withholding of service until the resumption of full professional duties. Payroll deductions will be made on the basis of one-tenth of bi-weekly salary for each day withheld. If the withholding of services has resulted in alternative arrangements for the faculty member’s teaching responsibilities for the balance of the semester, the Dean may designate that semester a research semester for the faculty member. If that is done, the faculty member will be paid from the end of the strike and the restoration of services.

   d. Taking sick leave will not be regarded as a legal or acceptable means of withdrawing services. Should a question arise, it will be dealt with under clause 3.(a).

2. Non-Teaching Administrative and Professional Personnel
   a. Each member of the administrative and professional staff will be responsible to fulfill all normal duties or such other duties as may reasonably be assigned. Any individual who chooses not to cross the picket line of a certified union to fulfill such duties during a labour dispute shall inform his or her supervisor within thirty-six hours after a strike is announced.
b. A member of the administrative and professional staff who chooses not to cross picket lines will not be paid for that period of time. The 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-tenth of bi-weekly salary for each day withheld.

c. Taking sick leave will not be regarded as a legal or acceptable means of withdrawing services. Should a question arise, it will be dealt with under clause 3.(a).

3. Interpretation and Application of Policy

a. If questions of interpretation or application of this policy arise, these questions shall be referred to the Vice-President, Academic in the case of teaching personnel and to the Vice-President, Administration in the case of non-teaching administrative or professional personnel.

b. The withholding of services within the terms of this policy will not result in sanctions other than the normal withholding of salary or limitation of benefits described in this policy.

c. Perceived abuses in the implementation of any part of this policy may be dealt with by usual procedures for redress or grievance.

* Relocation of a class by the instructor to a non-picketed location is not acceptable since the University cannot accept the liability which might be incurred thereby. Furthermore, the principle implicit in this policy is that an individual acts in accord with his or her own conscience and, if that means not crossing a picket line, no single class of employee should be in the privileged position of exemption from the normal effects of taking that action.

Appendix I
- Memorandum from D.R. Birch (September 1, 1976 addressed to Deans and Chair)