

# ugFACT sheet

## Rights and responsibilities of Faculty, Librarians and Veterinarians during a possible **LOCK OUT OR STRIKE BY CUPE 1334.**

Management and CUPE 1334 (trades, custodial, and maintenance employees) have been in contract negotiations for a couple of months. On September 11, 2013, Management at the University of Guelph requested a 'no-board' report. This means that Management will be able to lock out CUPE 1334 as of Thursday October 3 at 12:01 a.m., leaving CUPE with no other option than to go on strike. The major issues in dispute are job security and pension. Management's strategy in bargaining with CUPE 1334 has serious implications for its upcoming bargaining with UGFA.

In the event of a strike, Faculty, Librarians and Veterinarians should respect the efforts of CUPE 1334 to secure a collective agreement. In particular, you should not perform the duties of striking workers, nor should you expect them to perform their regular duties during a strike. While you must cross the picket line, if you feel that your safety is at risk, contact your Dean or other administrator, who shall escort you across the picket line to ensure your safety.

You may also choose to assist CUPE 1334 by joining the picket lines or by speaking in support of our university colleagues, remembering that you must perform your duties as scheduled (classes, meetings etc).

Please, do not perform the duties of striking workers. If your garbage is full, contact your Dean to correct the situation. YOU ARE NOT REQUIRED TO REMOVE YOUR OWN GARBAGE.

No members of the University community should be penalized for exercising their rights. We are a community and we should respect and support each other in the work we do in the University.