



**SIMON FRASER UNIVERSITY**  
**Policies and Procedures**

**Date**  
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## **Strike Policy -- SFU**

### **Policy**

In the event of any future labour disputes at the University and benefits are, of course suspended during such periods of withheld services.

#### **1. Teaching Personnel**

- a. The Department Chair will be responsible to ensure that the commitments of the department are fulfilled including the normal place\* and at the normal times, the maintenance of consultation, the marking of student work, the submission of a faculty member or other member of the instructional staff to normal responsibilities or indicates that he or she intends to do so immediately notify the Dean and shall recommend a course of action if the Department's teaching commitments are met.
- b. Each faculty member or other member of the instructional staff shall perform all normal duties related to instruction. Any individual who is on the line of a certified union to meet classes or to fulfill other instructional duties shall inform the Department Chair within thirty-six hours after the start of the strike. The Department Chair will then make arrangements for providing services during the duration of the then current strike. The Chair, in receiving the advice of the Chair, is of the opinion that the most effectively be met in this manner.
- c. A faculty member or other member of the instructional staff who is on picket lines will not be paid for that period of time. The payment shall be merely in terms of class hours missed, but full time benefits shall be in service until the resumption of full professional duties. If the member of the basis of one-tenth of bi-weekly salary for each day of the strike. If services has resulted in alternative arrangements for the member of the instructional staff, the responsibilities for the balance of the semester, the Dean shall make research semester for the faculty member. If that is done, the member shall receive from the end of the strike and the restoration of services.
- d. Taking sick leave will not be regarded as a legal or acceptable use of services. Should a question arise, it will be dealt with under the provisions of the collective agreement.

#### **2. Non-Teaching Administrative and Professional Personnel**

- a. Each member of the administrative and professional staff shall perform normal duties or such other duties as may reasonably be expected. If a member chooses not to cross the picket line of a certified union during a labour dispute shall inform his or her supervisor within thirty-six hours after the start of the strike.

- 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**