

# news from CUASA

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Volume 11, No. 1

Editor: Barry Rutland

August, 1980

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## INFORMATION BULLETIN

On August 21, 1980, the membership of CUASA gave its executive a mandate to call a strike at any time. At the moment, it is uncertain when, or even whether, strike action will be taken. However, in the event that a strike does occur, CUASA members should be aware of the following information.

One of the principles of unionism is that a union member should respect the request of other members of the union movement that they honour a picket line. A conscientious decision by an individual not to cross picket lines does not constitute an illegal strike, although it may entail limited penalties imposed by the employer. However, an Association promoted refusal by academic staff to cross picket lines may constitute an illegal strike, in which case the Association would be subject to stern penalties for violation of both the Labour Relations Act and our Collective Agreement.

Our Collective Agreement clearly implies that, in the event of a strike by another bargaining unit, members of CUASA, including departmental chairmen, cannot be required to perform tasks beyond those normally expected of them in respect of their regular duties. In particular, CUASA members are under no obligation to do work ordinarily done by those on strike. While individuals must decide for themselves as to how they will respond, for the sake of future good relations on campus CUASA urges its members not to take actions that would tend to undermine the bargaining position of another union.

CUASA members should also be aware of the fact that students may have conscientious objections to crossing a picket line. It is the view of the Steering Committee that any such objection should be respected without prejudice to the individual student and that members should take appropriate measures to accommodate such objections.

Prepared by the CUASA Steering Committee