



<b>Policy Number</b>	040-M-2007
<b>Policy Group</b>	Membership
<b>Policy Name</b>	Strike/Lockout Expectations
<b>Date of Origin</b>	June 2007
<b>Date Amended</b>	
<b>Date Reviewed</b>	November 2013, September 2014, October 2015, November 2016, November 2017, November 2018, December 2019, October 2020

**PURPOSE** To provide members with information regarding the Union's expectations during a strike or lockout.

**SCOPE** Members

**POLICY STATEMENT** Members are expected to support legally constituted strike action.

**PROCEDURE**

Members are expected to support legally constituted SUN strike action which includes:

- i) Active participation in a strike subject to the *Saskatchewan Employment Act*.
- ii) Active participation in a lockout.
- iii) Active support of the strike action of other SUN Locals, as required by the Board of Directors.
- iv) Active support of those Locals that may be involved in a lockout as required by the Board of Directors.

Where a SUN member is:

- a) Assigned to relieve in a temporary out-of-scope position, or
- b) Employed additionally in:
  - i) Another bargaining unit,
  - ii) A temporary out-of-scope position,
  - iii) A non-bargaining unit position, or
  - iv) Employed at more than one facility.

They continue to be a member of the Union, subject to its Constitution and Bylaws and are expected to support legally constituted strike action.



For greater clarity, members shall not:

- a) Perform the work of SUN members who are on strike or locked out, or
- b) Cross the picket lines of SUN members who are on strike or locked out to do SUN bargaining unit work, or
- c) Perform any work which impairs or has the potential to impair the effectiveness of a strike, or
- d) Perform any work which has the potential to prolong a lockout.

In accordance with the Constitution and Bylaws, members may be subject to discipline where they are found guilty of conduct detrimental to the advancement of the purposes of, or reflecting discredit upon the Union.

In cases of strike action by other unions:

- SUN shall direct members to refrain from carrying out non-nursing functions of striking support staff or other striking health care workers.
- Any member who refrains from carrying out such functions shall be protected to the fullest extent by SUN through the collective agreement.

SUN shall provide information to members regarding the crossing of other union's picket lines.