

## Transition between CA

### Section 4.2 Transition from previous agreement

The criteria and procedures of the ~~2004-2008~~previous collective agreement shall apply: (a) to all matters related to any application made by a member as provided for in that agreement at any date before the ratification of this agreement, (b) to disciplinary measures, notice of the imposition of which was forwarded before the ratification of this agreement, and (c) to any grievance or disagreement about any act, decision, or recommendation arising before the ratification of this agreement.

### ~~Section 4.3–~~

~~4.3.1 — The parties agree to obtain an update of the Watson-Wyatt benefits study produced for the 2004 negotiations, under the same terms and conditions, and by the same consulting company unless otherwise agreed to by the parties. The updated study shall be produced in the fall of 2006 and delivered to the parties no later than 15 January 2007. The Association will contribute 20% of the costs of the study.~~

## Inter-union solidarity

- \*4.1.2 **Grèves et lock-outs** Pendant la durée de la présente convention, l'employeur et l'Association conviennent de ce qui suit.
- a) The employer shall not call a lockout and the members of the Association shall not take any form of strike action, work stoppage or work slowdown.
  - b) The Association agrees to take all reasonable measures to avoid or discourage picketing, information picketing or similar demonstrations that its members might undertake, individually or in groups, in the context of a labor relations dispute, to disrupt the work and services of the University of Ottawa.
  - c) A member shall have the right to refuse to cross a picket line of another bargaining unit.
    - i. The exercise of this right shall not be considered a violation of this agreement, nor shall it be grounds for disciplinary action.
    - ii. Members shall not perform the work of striking employees nor handle the work normally performed by other employees during any labour dispute between those employees and the employer.
    - iii. The employer shall continue to pay the salary and benefits of any member who exercises their rights under this subsection.