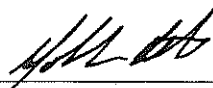



CUASA Proposal  
04 July 2014  
Carleton Counter  
07 July 2014  
CUASA Proposal  
09 July 2014  
Carleton Counter  
10 July 2014  
CUASA Proposal  
11 July 2014  
Carleton Counter  
11 July 2014  
CUASA Proposal  
26 July 2014  
Carleton  
26 July 2014

Agreed July 27, 2014

  
\_\_\_\_\_  
Malcolm Butler  
For the Employer

  
\_\_\_\_\_  
Janice Scammell  
For the Association

## Article 31: Strikes Or Lock-outs

31.1 There shall be no strikes or lock-outs (as defined in the Ontario Labour Relations Act) as long as this Collective Agreement continues to operate, except as provided for in Article 33 (Duration and Continuance of the Collective Agreement).

~~31.2 The employer shall not request, require or direct members of the bargaining unit to perform work resulting from strikes or lockouts that would have been carried out by those persons on strike or locked out. Additionally, it shall not request, require or direct members of the bargaining unit to perform work that would be in direct support of any employer affected by a strike or lockout.~~

~~31.3 The employer agrees that no employee shall be subject to discipline or dismissal for refusal to cross an established legal picket line.~~

~~31.2 The employer shall not request, require or direct members of the bargaining unit to perform work resulting from strikes or lockouts that would have been carried out by those persons on strike or locked out. Additionally, it shall not request, require or direct members of the bargaining unit to perform work that would be in direct support of any employer affected by a strike or lockout.~~

~~31.3 The employer agrees that no employee shall be subject to discipline or dismissal for refusal to cross an established legal picket line.~~

~~31.32 The employer agrees that no employee shall be subject to discipline or dismissal for refusal to cross an established legal picket line.~~