

PERSONNEL DEPLOYMENT SYSTEM to be implemented in the event of a strike
by the University Workers' Association

1. Essential Services: The Labour Code excludes people who perform essential services from participating in a strike. In our case, this means that Health Services will remain open and staffed.
2. Key Areas: In the event of a strike, the following areas have been designated as Key areas and will be given priority of servicing:
 - a) Computing Operations - all phases
 - b) Library - public service desks only
 - c) Office of the Registrar/Admissions - all phasesAll other areas, except those in #3(d), will remain open and be serviced only as and when personnel resources are available for deployment. Functions shall not be performed which may be postponed until the end of the strike (eg. - the Library shall cease placing orders for new books for the duration of the strike. No new materials shall be processed during this time.).
3. Deployment of Supervisory and Management Staff:
 - a) all Library personnel shall, upon arriving at work, report to the Head of the Public Services division, for daily task assignment.
 - b) all academic department personnel shall, upon arriving at work, report to the managers of the admissions department, for daily task assignment.
 - c) all computing personnel shall endeavour to maintain services as per normal, giving first priority to the completion of outside contracts.
 - d) all other personnel shall daily report to Systems Control for daily task assignment. These tasks shall include such things as sanitizing the washrooms, in order to meet health and safety regulations.
4. Deployment of Non-Union Support Staff: These staff members shall not be asked to perform any tasks other than those for which they were hired. Should any of these people volunteer, the supervisor may deploy them as seems most advisable. However, no pressure is to be exerted on these people to perform duties normally performed by their absent co-workers.
5. Reduction of Hours: It will be necessary to reduce the hours of operation of some departments. Initially, the reductions shall be as follows:
 - a) Computing Operations - normal hours, if possible
 - b) Library - 10:30 a.m. to 2:30 p.m.
 - c) Registrar's/Admissions - 10:00 a.m. to 3:00 p.m.The Library personnel shall use the time from 10:30-2:30 to service the Library users; the rest of the work day shall be utilized to re-shelve books, process recalls, etc.
6. Hiring of Temporary Staff: Hiring of temporary staff to replace Association members during a strike is to be discouraged. However, should a supervisor feel it mandatory to have additional staff, a request must be made to and approved by the Vice President Administrative. Either of the following staff requisition numbers may be used:
 - 711 - indicates student number
 - 704 - indicates special projects temporary staffEither of these two requisition numbers may be used, as each has been allotted an additional \$100,000.
7. Policy re. Faculty: All faculty are to be encouraged to honour their contractual obligations to teach their pre-assigned courses at the appropriate time and place. However, no faculty member is to be disciplined. Should a faculty member choose to honour the picket line, he shall be deemed to be on sabbatical for the duration of the strike/term.

PERSONNEL DEPLOYMENT SYSTEM cont.

8. Policy re. Teaching Assistants: All teaching assistants should be advised that, should they decide to honour a strike picket line, they face possible rescinding of a portion or all of their grants and possible removal from their positions as teaching assistants. The Board of Governors has empowered the administration to take any or all of these actions; the administration will not make any decisions until the strike has ended and an adequate assessment has been made. A committee will be established to review the impact of a strike on the University's operations and will then make recommendations concerning disciplinary actions to be taken.
9. Closure of Services: Certain services, including food and janitorial services, will not be available during a strike. Janitorial services will be provided through the deployment of supervisory and management personnel, as described in #3(d). As to food services, the University will provide \$10 per person per day for the purpose of purchasing a meal. Additionally, each person shall receive a minimum of one hour for lunch, to account for travelling time to a restaurant off campus. Every third day, for the duration of the strike, a morale-building party shall be held in the Personnel Conference Room. As public transit service will not be available during a strike, two (2) daily travel vouchers shall be issued to anyone who requires taxi service.