

## Strike Protocol

In recognition that orderly conduct during a strike will be in the interest of both parties, the University and the StFXAUT agree to the following strike protocol.

1. Members will be allowed access to certain University facilities, upon approval by the Academic Vice-President and Provost and the President of the StFXAUT, in order to prevent irreparable damage to ongoing research and/or materials for teaching such as damage to plant and animal life, loss of life, loss of live and/or decomposable materials, damage to equipment or supplies, or loss of non-repeatable research in progress. Facilities shall include but are not limited to the Animal Holding Facility, the Culture Collection, and the Liquid Nitrogen Facility.
2. Faculty or students who have been granted access for research must report to the relevant Dean and complete the appropriate forms.
3. A short meeting must be scheduled with the Dean to review project protocols and any health or safety issues prior to any lab or research facility access being granted.
4. The Administration will ensure that there is no discontinuation of benefits coverage, and will invoice the StFXAUT for the cost of maintaining benefits for the duration of the strike.
5. All pre-approved and ongoing leaves, including sabbatical leaves, will be respected, and members on leave will not be considered to be on strike and will continue to receive salary and benefits.
6. Certain timelines/deadlines in the Collective Agreement will be suspended, including applications for renewal, tenure and promotion, and for grants funded by the University, and in the grievance/arbitration process (with the exception of arbitration hearings).
7. StFXAUT members will continue to have access to their university email accounts.

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For the StFXAUT

Dr. Robert van den Hoogen  
For the University

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