

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

May 9, 2023

No Strike/No Lockout

There shall be no strikes, slowdowns or cessation of work by the bargaining unit faculty members or lockouts by the University during the term of this Agreement.

The Union, its officers, agents, representatives and members, shall not authorize or ratify, directly or indirectly, any strikes, slowdowns, cessation of work, interruptions of operations of the Employer or picketing by bargaining unit faculty members at the University during the term of this Agreement. Should any bargaining unit faculty member engage in such conduct, the Union's sole obligation shall be to endeavor within twenty-four (24) hours after receipt of written notice thereof from the University to bring about a cessation of such conduct. ▾

The University reserves the right in its sole discretion to discipline or discharge any bargaining unit faculty member who violates this Article. Such discipline or discharge shall not be subject to the Grievance and Arbitration procedure. ▾

The University shall not order, authorize, or ratify a lockout during the life of this Agreement. Should any lockout occur, the University, in good faith, shall endeavor within twenty-four (24) hours after receipt of written notice thereof from the Union to terminate the lockout and reinstate the bargaining unit faculty members, with no loss of pay or any other benefit.

Deleted: work stoppages,

Deleted: Bargaining unit faculty members who have engaged in such conduct shall be subject to discharge and/or other discipline.

Deleted: The University shall have the right to determine the discipline given a bargaining unit faculty member or bargaining unit faculty members for breach of this Article. The severity of the discipline imposed for such violation shall not be subject to arbitration; the Union shall, however, have the right to grieve the question of facts as to whether or not a bargaining unit faculty member or bargaining unit faculty members have breached any provisions of this Article.

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.