

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

December 7, 2023

No Strike/No Lockout

I. No Strike

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)~~ forty-eight (48) hours after receipt of written notice thereof from the University to bring about a cessation of such conduct. The Employer reserves its rights to pursue any available remedy or right provided for by applicable law or statute.

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.~~

II. No Lockout

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)~~ forty-eight (48) 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.

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.