**WAWU’S “WHAT-IF” PROPOSAL RE STRIKES**

**PRESENTED IN A PACKAGE**

**5/17/2024**

The Union reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

**Article 2 – STRIKES**

* 1. Nothing in this Agreement permits or grants to employees the right to strike or refuse to perform their official duties.
  2. Any action of an employee in refusing to cross, for their own personal safety, a picket line at the University’s premises in case of an officially declared and recognized strike by another employee union representing employees working for the University shall not constitute a violation of this Article, provided that such a decision shall be made freely by the employee without coercion by either the University or the Union provided further that nothing herein shall preclude the University from continuing to operate the University with or without temporary replacement personnel. If an employee chooses to not cross a picket line under this provision, and chooses to not be or cannot be reassigned to an alternate work location, the employee must report time they are absent from work as either sick leave, or leave without pay.