

## SUMMARY OF RIGHTS AND RESPONSIBILITIES

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### EMPLOYEE a EMPLOYER RIGHTS

|                           | Lawful Strike  | Unlawful Strike  |
|---------------------------|--|--|
| Union Employee Rights     | <p>A union employee has the right to engage in a lawful strike without being terminated from employment.</p> <p>A union employee has the right to work during a lawful strike.</p> <p>A union employee has the right to withdraw from the Union before, during, or after a lawful strike.</p>  | <p>A union employee has the right to work during an unlawful strike.</p> <p>A union employee has the right to cross a picket line during an unlawful strike.</p> <p>A union employee has the right to withdraw from the Union before, during, or after an unlawful strike.</p> |
| Non-Union Employee Rights | <p>A non-union employee has the right to engage in a lawful strike without being terminated from employment.</p> <p>A non-union employee has the right to work during a lawful strike.</p> <p>A non-union employee has the right to cross a picket line during a lawful strike.</p> <p>A non-union employee has the right to refuse to cross a picket line during a lawful strike.</p> | <p>A non-union employee has the right to work during an unlawful strike.</p> <p>A non-union employee has the right to cross a picket line during a lawful strike.</p>  |

|                 | Lawful Strike#  | Unlawful Strike# |
|-----------------|---|------------------|
| Employer Rights | <p>An employer has the right to not pay striking employees for the hours not worked.</p> <p>An employer has the right to permanently replace a striking employee.</p> <p>An employer has the right to lay off striking employees who have not been replaced when a strike is over.</p> <p>Striking employees who are replaced</p> |                  |