



MEMORANDUM

Date: **October 11, 2017**

To: All staff and students
From: Jeannine Verdenik, Director, Human Resources Services
Subject: Possible Strike

As you know, the faculty union may be going on strike.

If there is a strike there will be pickets at each of the four entrances from 8:00 a.m. to approximately 5:00 p.m.

Picketing is legal – as outlined in the Criminal Code of Canada, section 423.

Picketers are allowed to communicate information or peacefully persuade anyone entering the College. This means that picketers have a legal right to stop us as we enter the College's property and to hand us flyers and communicate information to us. It is our obligation to treat the picketers with respect and to give them our attention each and every time we cross their picket line. It is helpful if you aren't in a rush when trying to cross a picket line.

Picketers have responsibilities too. They cannot:

- Use force, threats or threatening gestures
- Block access to premises
- Conduct themselves in such a way as to constitute a nuisance at law or an unlawful assembly
- Trespass on College property
- Interfere with employees who wish to work by the use of force or threats

Do not force your way through a picket line, just wait until a path is open and then proceed cautiously through the line. Remember, pedestrians (in this case the picketers) have the right of way. A driver will always be found at fault if a pedestrian is hit.

Do not engage in arguments with the picketers. Avoid confrontation.

If you are prevented from crossing the picket line, leave the area and contact your supervisor or Dean to report the difficulty. Consider participating in a car pool if you are uncomfortable about crossing the picket line.