



MEMORANDUM

Date: March 16, 2022

To: All employees and students
From: Jeannine Verdenik, Executive Director, Organizational Effectiveness
Subject: Possible Strike

As you know, the faculty union has provided notice of strike action that will begin at 12:01 am on Friday, March 18, 2022.

If there is a strike, we anticipate that there will be pickets at each of the four entrances. In the past, they have occurred from 8:00 a.m. to approximately 5 p.m.

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

Picketers are allowed to communicate information to individuals entering the College. This means that picketers have a legal right to provide information to individuals entering the College's property which generally includes handing out flyers and communicating information to us. It is our obligation to treat the picketers with respect 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 are required to or 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 call your supervisor or your Dean to report the difficulty. Consider participating in a car pool if you are uncomfortable about crossing the picket line.