



Humber Institute of Technology  
& Advanced Learning

205 Humber College Blvd.  
Toronto, ON M9W 5L7

[humber.ca](http://humber.ca)

Human Resources

October 11, 2017

To: All members of the Humber community

***Re: Faculty Union Strike / Picket Line Protocol***

As of October 10, 2017 OPSEU has provided Ontario colleges with the required five days' notice that a work stoppage will begin as of 12:01 a.m. on Monday, October 16, 2017. This means that all full-time and partial-load faculty of the Ontario college system, including those at Humber, will be on strike if an agreement is not reached before the deadline.

Humber's three campuses and the University of Guelph-Humber will remain open unless circumstances dictate that it is impractical or unsafe to do so. All non-striking employees are expected to report to work and complete their regular hours of work.

It is expected that the union will set up picket lines at or near entrances to the college. It is important that all members of the college community understand the respective rights and obligations of the parties during a lawful strike.

For those employees on strike, picketing for the purpose of communicating information is lawful, provided it is peaceful, conducted on public property and does not restrict or prevent entry to, or exit from the college premises. However, you will likely encounter delays in crossing the picket line. If you are in a vehicle, approach the line prudently. If it is necessary to stop, please treat the picketers in a friendly manner and advise them that you are aware of the dispute. It is a person's choice whether to accept the information notices offered.

The college will not permit any picketing inside buildings or on other college private property.



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Please take the time to familiarize yourself with the following information on picket line protocol:

**In a work stoppage, picketers are legally permitted to:**

- Carry signs stating the nature of the dispute.
- Speak to you about their concerns.
- Ask you to join the picket line, but cannot force you to do so.
- Picketers are supposed to keep moving and allow passage, though there may be delays.

**You may find the following suggestions useful when crossing a picket line:**

- Approach the picket line slowly.
- Whether driving, walking or biking onto campus, be prepared to stop. Be prepared to wait until you can safely pass through the picket line. Be prepared for delays. Remember to operate your vehicle in a safe and lawful fashion. Roll down your vehicle window or otherwise indicate your willingness to communicate with the picketers.
- Explain politely that you are exercising your legal right to come on campus or your obligation to report to work, or to conduct business on campus.
- The picketers may provide you with information and wish to discuss the issues with you. If you are either unable or unwilling to engage them, please consider using the following response: "I'd like to exercise my right to come to work or to come on campus. Please let me cross the picket line."
- All college entrances are monitored through the use of electronic surveillance equipment.
- College Public Safety officers will be monitoring the activity on the picket line.

If you are not allowed through the picket line, or if you feel threatened, do not attempt to force your way in. Do not become involved in any arguments or type of altercation. If you feel uncomfortable and wish to speak to someone for support you may call the HR hotline at: 416-675-6622 ext. 5600. Above all, please exercise patience.

Sincerely,

Lori A. Diduch  
Vice-President Human Resources