

PICKET LINE PROTOCOL

Picket lines will be established at the entrances to Humber's North and Lakeshore campuses. It is important to recognize the bargaining unit's right to strike and to be respectful of those on the picket lines.

Picket lines can be lawfully established on public property such as sidewalks in front of the college. It is unlawful for any striking employee to intimidate or harass any individuals (non-striking employees, students or visitors), in exercising their right to gain access to the college.

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

When crossing the picket line:

- Allow for extra time to enter onto campus.
- Please be patient and make your way through the picket line cautiously and calmly. Be aware of vehicular and pedestrian traffic around you.
- Avoid provocation or confrontation with picketers and attempt to maintain normal relations with striking faculty.
- 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.
- 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 attend classes. Please let me cross the picket line."
- All college entrances are monitored electronically.
- College Public Safety officers are available if needed.

We remind anyone entering and exiting campus to be respectful of those who are on strike.

If you are prevented from accessing or leaving campus or have safety concerns, please contact Public Safety at 416-675-6622 ext. 4000.

*Employees who have specific concerns related to the labour action are asked to contact their manager or their HR Business Partner. The HR Support Centre is also available for general questions.