

Sheridan College Institute of Technology and Advanced Learning

SUPPORT STAFF LABOUR DISRUPTION – 2008

This is confirmation of the operating protocol reached and agreed to between the College and OPSEU, Local 245 concerning legal picketing as follows:

1. Vehicle wait times shall be determined by the green traffic light signal on Trafalgar Road *and McLaughlin Road*. That is, every time the light turns green, a group of cars currently on property behind the picket line will pass through the picket line and a new group of cars will come on property and fill the space between the property line and the picket line. Each time the light changes, the above mentioned process will be repeated.
2. OPSEU Local 245 will ensure some picketers are situated closer to Trafalgar Road (west side) on the sidewalk as a visual indication to drivers coming on campus from the north and the south that there is a picket line ahead, and drivers should slow their vehicles accordingly.
3. Picketing can occur on Sheridan property provided that the behaviour of picketers is not excessive or illegal. The Union will ensure that its picketers will engage in lawful conduct which does not endanger any person, which is respectful of the rights of others and which does not inhibit the operation of the College.
4. OPSEU Local 245 will provide Sheridan with the names of all picket captains and cell phone numbers for each.
5. Sheridan will provide names and contact information for key contacts for strike related activity and concerns that arise.
6. OPSEU Local 245 will allow Trans Help, Care a Van and Acclaim Health vehicles to proceed onto campus without delay once reaching the front of the line.
7. Emergency vehicles (police, fire, ambulance) shall be given immediate access to the College and OPSEU 245 will endeavour to remove any blockage of the entrance in emergency situations.
8. A picket line protocol shall be captured in writing with union and management signatures to represent agreement.
9. This agreement is null and void and agreement to picket on property is withdrawn in the event that the terms and conditions are not complied with. However, the parties agree to maintain communication and address issues accordingly in the event that challenges present themselves in this regard.
10. Picketers may provide information brochures to pedestrians and may engage them in mutual conversation but will not impede or unduly delay any employee, student or the general public from entering or leaving the premises as a pedestrian.
11. Vehicles exiting the campus shall not be delayed.
12. The following are details regarding picketing specific to each campus:

Trafalgar Campus

- Trailer to be located on roadway parallel to Trafalgar Road next to student parking lot (no exit therefore limited interruption to student traffic)
- Portable toilets located on road near trailer (will allow for easy removal when strike is over)
- Parking for picketers in back of student parking near proposed trailer location.
- Picketing on Sheridan property at south entrance. Picket line located at fire hydrant
- Picketing on Sheridan property at north entrance. Picket line located at second street light from merging of lanes clearly marked to delineate where vehicles shall stop and where picketing will take place

Davis Campus

- Trailer to be located on grass parallel to McLaughlin Road near entrance and parking lots
- Parking for picketers in parking lot close to trailer
- Picketing only at one entrance as Steeles Avenue entrance will be closed for construction
- Picketing on Sheridan property at entrance off McLaughlin Road. Picket line located at first security booth from entrance clearly marked to delineate where vehicles shall stop and where picketing will take place

Skills Training Centre

- Trailer to be located on grass behind the sidewalk to the west of the eastern entrance to the parking lot
- Picketing will take place on public property

At all times, the safety of all striking and non-striking employees, students, and the public shall be considered and respected.

AGREED THIS 26th DAY OF August 2008.

Original signed by Jay Jackson

original signed by Megan Essex

OPSEU, Local 245

Sheridan College