

SHERIDAN COLLEGE - SUPPORT STAFF LABOUR DISRUPTION
2011 PICKET LINE PROTOCOL

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 endeavour to ensure that traffic is not backed up onto any major roadways as the result of picket line delays, and will further limit the length of time that drivers are delayed in the event that a back up occurs.
5. Vehicles with only a driver and no passenger(s) will only be approached by one picketer. A maximum of two picketers may approach a vehicle with a driver and one or more passengers.
6. Sheridan will encourage drivers to avoid making left hand turns to access College property.
7. OPSEU Local 245 will provide Sheridan with the names of all picket captains and cell phone numbers for each.
8. OPSEU Local 245 will provide Sheridan with the picket line schedule for each campus once such schedule is determined. Schedules are subject to change with 48 hours notice to the College.
9. Sheridan will provide names and contact information for key contacts for strike related activity and concerns that arise.
10. 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.
11. 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.
12. 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 of challenges in this regard.

13. 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.
14. Vehicles exiting the campus shall not be delayed by picketers.
15. The following are details regarding picketing specific to each campus:

Trafalgar Campus

- A maximum of one trailer (19ft x 8ft) 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 (approximately 25-30 parking spots) in back of student parking near proposed trailer location.
- At Ceremonial Drive entrance (south entrance), picketing to occur on property and picket line to be located at fire hydrant.
- At the north entrance (across from White Oak's Blvd), picketing to occur on property and picket line to be 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

- A maximum of one trailer (19ft x 8ft) to be located on grass parallel to McLaughlin Road near entrance and parking lots.
- Parking for picketers will be provided in the paved overflow lot (parking lot 3).
- Side road access to lot 3 to be closed to ensure no driver access to overflow parking lot.
- At McLaughlin Road entrance, picketing to occur on property and picket line to be located at first security booth from entrance clearly marked to delineate where vehicles shall stop and where picketing will take place.
- At Steeles Road entrance, picketing to occur on Sheridan property and picket line to be located at the first right corner beyond entrance.

Skills Training Centre (STC)

- A maximum of one trailer (19ft x 8ft) 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.

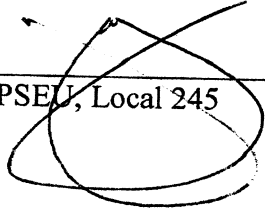
Hazel McCallion Campus (HMC)

- Specific plans with regard to a picket line protocol for HMC have not yet been established due to the current state of construction and lack of clarity

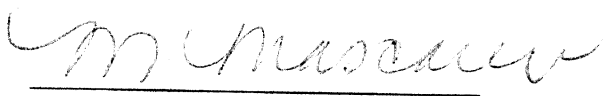
about property lines and public vs. private property. The parties agree to finalize a picket line protocol for HMC at a later date with an approach consistent with this agreement.

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

AGREED THIS 30 DAY OF Aug 2011.



OPSEU, Local 245



Sheridan College