

UGFA

University of Guelph Faculty Association

Newsletter

March 11th, 2008

IMPORTANT – Strike Shifts

As the deadline for a strike approaches, it is important that all UGFA members have their strike shift allocation prior to Friday, March 14th. Although we already have shift allocations for the vast majority of UGFA members, those individuals who do not yet have a strike shift must confirm a shift time with the UGFA office in order to receive strike pay. **IF YOU DO NOT HAVE A STRIKE SHIFT YOU MAY NOT BE ELIGIBLE TO RECEIVE STRIKE PAY.**

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If you have been assigned to picket duty and know your picket shift, please ensure that you report to your reporting station daily to ensure that your name is recorded in order to receive strike pay.

If you have been assigned non-picketing duty, please contact the UGFA to determine who your shift captain will be in the event of a strike.

It is important to note that during a strike there will be **NO ACCESS TO PARKING AT THE UNIVERSITY.**

The UGFA office will be moving to the Ramada Hotel and establishing strike headquarters there (Stone Rd. and Gordon St.) on March 13th, and **staff and key strike contacts may be reached there.** (519) 836-1240.

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STRIKE DUTY

This is COLLEGE ROYAL weekend. We have scheduled two extra strike shifts on March 15th, and March 16th during College Royal from 10am-1pm and 1pm-4pm each day. UGFA members may count these shifts towards their quota of five weekly shifts to receive strike pay.

POT LUCK PARTY – Ramada Hotel, 6:00pm, March 15th. Please bring your best dish and have a great time!

STRIKE DUTY COMMENCES on Monday March 17th – University of Guelph (IF YOU DO NOT YET HAVE A SHIFT ALLOCATION OR LOCATION PLEASE CONTACT THE UGFA 519-836-1240).

Strike picketing shifts take place at the Guelph Campus during the following times:

7:30am -10:30am, 10:00am – 1:00, 12:30pm – 3:30pm, 3:00pm – 6:00pm.

Major strike reporting locations are: Ramada Hotel and the Guelph Campus Co-op.

Strike picketing at Guelph Humber will take place at the main entrance at 8:00am.

RULES for PICKETERS

Rules for pickets

By picketing we build our own unity, and send a message to the administration and the community. Misconduct on the picket line could cause the union to be hit with court injunctions and damage our image in the community.

Please observe the following rules. The Picket Captain has the authority to enforce these rules, and to remove anyone who does not follow them:

- ◆ Report to the Picket Captain when you arrive and when you leave to sign in and out.
- ◆ Be on time. If each group of pickets arrives on time, then everyone will be able to leave on time as well.
- ◆ Don't leave your post until the next group is there to relieve you.
- ◆ Carry or wear a sign, taking turns resting.
- ◆ Dress should be casual but neat. Wear comfortable clothing and shoes, and be prepared for the weather. Waist pouches are more comfortable than a purse on a picket line.
- ◆ Do not carry anything that could be labelled as a potential weapon, even a pen, pencil or penknife.
- ◆ Maintain a strong picket line, but do not obstruct public use of the sidewalk or roadway.
- ◆ Refer all strangers, media, employer representatives or police to the Picket Captain. Statements made by uninformed pickets may be used against the union in court or reported in the media.
- ◆ Report any unusual incidents to the Picket Captain, who in turn makes reports to Strike HQ.
- ◆ If rumours threaten to disrupt the picket line, ask the Picket Captain to check them out with Strike HQ.
- ◆ Rotate rest periods so the line is always strong.
- ◆ Do not take children or dogs to the picket line.
- ◆ No alcoholic beverages or intoxication on the picket line
- ◆ Do not enter the struck facility for any reason.

Safety/Incidents/Emergencies

The most important thing on the picket line is safety. Do not respond to abuse or insults from anyone. If someone is nudged by a car, or a driver is abusive, back off, and give a description of the driver and the license plate to the picket captain.

If someone is injured, call 911 immediately -- also get the Picket Captain to call the Shift Coordinator and Strike HQ.

If someone is giving you a hard time, begin calling the police and tell the person that you are calling the police, in order to make them back off.

There will be U of G Security and/or Guelph Police at the line -- they are there to help, and for safety. Cooperate with them.

Pickets should pick a captain if for some reason their designated captain does not appear.

Demeanor

As picketers it is best to have a happy and pleasant demeanor. This is as much a public relations exercise as anything else, and we need to appear reasonable and calm.

Trespassing

We have the right to picket on public property such as sidewalks, laneways and driveways leading to public roadways. Managers, security guards or the police may attempt to intimidate or threaten pickets who are on adjacent private property. Under law, only the actual property owner can lay a trespassing charge; however, the property owner may have designated an agent.

Police Relations

Police will be interested in reducing the possibility of violence on the picket lines.

Normally, if pickets conduct themselves in an orderly manner there will be no police interference with our picket lines. However, managers, an over-zealous police officer or a security guard may attempt to harass the pickets.

Our response should be non-abusive but firm: We have the right to legally picket the premises. Any serious harassment by police or security guards should be reported immediately to Strike HQ so that police officials can be contacted. Note all names and badge numbers.

Know our rights

Chances are none of us will be charged as a result of a labour dispute. However, UGFA must be prepared to contact a lawyer should any members be arrested. Notify the Staff Representative before contacting any lawyers.