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# THE UNIVERSITY OF BRITISH COLUMBIA



**Human Resources**  
Room 350 - 2075 Wesbrook Mall  
Vancouver, BC  
Canada V6T 1Z1

**Date:** October 18, 2005

**To:** Deans, Directors, Department Heads and Administrators

**From:** Linda McKnight, Director, Human Resources Advisory Services

**Re:** Update on BCTF and Campus Rally

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The BCTF continues to engage in illegal job action and leaders of the major labour unions are providing their support. As you are aware, there was a day of protest in Victoria yesterday that saw many union members from across that city join in the protest. There is a protest planned in northern British Columbia for today, and it is possible that continued demonstrations might occur throughout this week.

At this time, we do not know how the University of British Columbia will be impacted by the various demonstrations. However, we need to be prepared for the possibility that employees at the University may choose not to come to work, or may leave their workplace in support of the BCTF.

They might also establish picket lines at the University of British Columbia. To be clear, we expect staff and faculty to be at work. Any withdrawal of services or establishment of picket lines is illegal. Staff and faculty are not in a legal strike position. Administrators and/or managers are responsible for keeping accurate records of those involved in the illegal action, and must ensure staff and faculty do not receive pay for the length of time they are absent. Any individual who has teaching responsibilities and who intends not to cross a picket line must advise their head as soon as possible.

Once you are aware of demonstration specifics (we will do our best to keep you informed), any employee calling in sick must provide medical documentation as proof of illness. Also, vacation must only be granted for those who have pre-approved vacation.

If demonstrations along with job action do occur, the University of British Columbia cannot condone it, and if necessary the University will pursue appropriate remedies under the collective agreements and through the Labour Relations Board and Court.

Employees need to be aware of the information outlined above, so please ensure you communicate the above to all of your staff and faculty.

We are aware that a Rally is planned for Wednesday, October 19<sup>th</sup> at the Scarfe Building Courtyard at the UBC Vancouver campus. We understand this will be held between 11:30am and 1:00pm. If union members do attend, it is expected they do so on their breaks.

Should you have any questions regarding this matter, please contact your HR Advisor directly.

Sincerely,  
Linda McKnight  
Director, Human Resources, Advisory Services

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