HEALTH SCIENCES ASSOCIATION

The union delivering modern health care



memo

TO: HSA members at Central City, Surrey

CC: Ron Regier, Lead Steward, Surrey Memorial Hospital Chapter

FROM: HSA

DATE: July 18, 2023

SUBJECT: PICKET LINE BY STRIKING UNIVERSITY WORKERS

For your information, your worksite at 13450 102nd Avenue in Surrey will be behind picket lines tomorrow, Wednesday, July 18, 2023, as members of the Teaching Support Staff Union (TSSU) at SFU continue to fight for a fair contract. They have been on strike since early June.

TSSU members perform the majority of teaching work at SFU. Still, the Employer refuses to meaningfully discuss key problems such as increasing class sizes, overwork, the rising cost of living and housing, pensions and benefits for long-service employees. Not only will SFU not address the union's demands, but they're also insisting on making massive cuts to the Collective Agreement, including cutting seniority and promotion rights for sessional instructors, International Student Health Fee protections for over half of TSSU's members, and the scholarship portion of wages for graduate student TAs (to be replaced with wages).

While you are encouraged to support these striking workers on the picket line during your off hours, including lunch and other breaks, the parties have negotiated access points, included in an order by the Labour Relations Board, so that you can get to work without crossing a picket line.

Access to the FHA offices will be through:

- The parking lot access road signed as "Mall Entrance" and parking lot entrance from University Boulevard;
- The parking lot elevator nearest to the "Mall Entrance" road;
- The pathway and gangway from parking level P5 to the Central City Office Tower; and,
- The pathway leading from the gangway to Fraser Health office doors on the 4th Floor.

If you do encounter a picket line, do not cross it. Your union contract protects you in the event you encounter a picket line. Contact the HSA office for direction at 604 517 0994 or send an email to info@hsabc.org. Please support your fellow workers on breaks during the day by joining them on the picket line or delivering some snacks or water.

Please share this information with other HSA members at your worksite.

BRITISH COLUMBIA LABOUR RELATIONS BOARD

IN THE MATTER OF AN APPLICATION PURSUANT TO THE LABOUR RELATIONS CODE, R.S.B.C. 1996, c.244

HEALTH EMPLOYERS ASSOCIATION OF BRITISH COLUMBIA (HEABC)

on behalf of its member Fraser Health Authority

AND:		Applicant
	SUPPORT	STAFF UNION
		Respondent
BEFORE THE LABOUR RELATIONS BOARD)	WEDNESDAY, THE 19th DAY OF JULY, 2023
STEPHANIE DRAKE, VICE-CHAIR)	O1 00L1, 2020

ORDER

WHEREAS the Labour Relations Board (the "Board") has received an application from the Applicant pursuant to Sections 65, 67, 133, 134, 135, and 143 of the *Labour Relations Code* (the "Code") for an Order restricting picketing at the worksites of the Applicant's member in the Province of British Columbia;

AND WHEREAS the undersigned was established as a Panel of the Board pursuant to Section 117 of the Code to deal with this matter;

AND WHEREAS the Union named in this application is complained against in its own right and, pursuant to Rule 7(2) of the Labour Relations Board Rules, as agent for those persons it represents;

AND WHEREAS the Board has read the application, of the Applicant dated July 18, 2023, and all other relevant material on the file;

AND WHEREAS the parties have reached agreement on the terms of an Order in respect of common site picketing;

AND WHEREAS the Board is satisfied that notice of the application was adequately effected on the Union;

AND WHEREAS the Applicant's member and Simon Fraser University (the "Employer") carry on operations, employment or business at 13450 102 Avenue, in the city of Surrey, in the Province of British Columbia (the "Common Site")

AND WHEREAS the Union has served strike notice on the Employer;

AND WHEREAS the Board is satisfied that the Union has and may again picket at the sites of the Applicant's member, and that this constitutes "common site picketing" within the meaning of Section 65(1) of the Code;

AND WHEREAS the Board is satisfied that the common site picketing would affect the operations of the Applicant's member, who is not party to the said strike and who are not an ally of the Employer;

AND WHEREAS the Board is satisfied that it should define the sites or places at which picketing may take place and that it should restrict the common site picketing in such a manner that it affects only the operation of the Employer whose employees are lawfully on strike;

AND WHEREAS the Board is satisfied that the Union can and should be restricted from picketing at or near the premises of the Applicant's member at the Common Site.

NOW THEREFORE, PURSUANT TO SECTIONS 65, 67, 133, 134, 135, AND 143 OF THE *LABOUR RELATIONS CODE*, THE LABOUR RELATIONS BOARD MAKES THE FOLLOWING DECLARATIONS AND ORDERS:

- 1. The Labour Relations Board declares that the Union, its officers, members, employees, agents, and all other persons authorized by the Union, shall not be permitted to picket at or within 7 feet of either side of:
 - a. The parking lot access road signed as "Mall Entrance" and parking lot entrance from University Boulevard;
 - b. The parking lot elevator nearest to the "Mall Entrance" road;
 - c. The pathway and gangway from parking level P5 to the Central City Office Tower;

- d. The pathway leading from the gangway to Fraser Health office doors on the 4th Floor; and,
- e. The area between the main elevator doors on the 1st Floor and the 1st Floor office doors for Fraser Health.

Appendix "1" shows the location of the "Mall Entrance" road, parking lot entrance, parking lot elevator, and pathway and gangway through which the employees will have access. Appendix "2" provides photos showing the parking lot elevator (Appendix "2(A)"), pathway and gangway from parking level P5 (Appendix "2(B)" and "2(C)" respectively), doors entering the pathway from the gangway (Appendix "2(D)") and Fraser Health office doors (Appendix "2(E)"). Appendix "3" is a map showing the area between the main elevator doors on the 1st Floor and the 1st Floor office doors for Fraser Health.

- 2. The Labour Relations Board orders that the Union, its officers, members, employees and agents, and all persons having knowledge of this Order, shall refrain from picketing, except as permitted under this Order.
- 3. This Order continues in effect until the Union and Employer reach a renewed collective agreement or the Union is otherwise not lawfully on strike.

DATED AND EFFECTIVE at Vancouver, British Columbia, this 19th day of July, 2023.

LABOUR RELATIONS BOARD

STEPHANIE DRAKE VICE-CHAIR

APPENDIX "1"

CENTRAL II CITY

TOWER STAFF PARKING REGULATIONS For Registered Office and SFU Parkers

PARKING PERMITTED IN GREEN ZONES

- Parkade upper levels P5 and P6 Fraser Health only
- Parkade upper level P3 SFU only
- Parkade levels B, U1, U2, P2, P4, and open rooftop level P3 Office Tower tenants only

TOWER STAFF & SFU PARKING NOT PERMITTED

- Any surface parking lots
- South parkade upper and lower levels
- Parkade level P1

PARKING REGULATIONS WILL BE STRICTLY ENFORCED

WEST PARKADE (6 LEVELS)

P6 - Fraser Health	
P5 - Fraser Health	
P4 - Office Tower Tenants	
P3 - SFU	
P2 - Office Tower Tenants	
P1 - Customers	

UNDERGROUND PARKADE

B - Office Tower Tenants

U1 - Office Tower Tenants **U2** - Office Tower Tenants

* Stalls available on first come, first serve basis. All violators will be ticketed and/or towed.













