

To: All OSSTF Members

Re: University Code of Conduct

From: OSSTF Executive

As some of you may know, the University Administration is asking Brock employees to sign a "Code of Conduct". To our knowledge, only one OSSTF member has been requested to sign this document but we understand that it may just be a matter of time, given that the Code is meant to apply to all employees. OSSTF has very serious concerns with this Code, which contains provisions that would limit the freedom of those who sign it, expose them to investigative procedures that are outside of the protections of the Collective Agreement and expose them to possible reprisals from the University for actions outside of our working hours. In addition, our interpretation is the University's attempts to establish working conditions with individuals, rather than negotiate with OSSTF, is inconsistent with its responsibilities under the 1995 Labour Relations Act and our Collective Agreement.

We strongly advise you not to sign this Code of Conduct and to notify us at brocksupportstaff@gmail.com if you are asked to do so.

Also attached is a copy of the Code of Conduct. I apologize for the quality of the latter attachment, which we obtained from a non-OSSTF member who had been asked to sign it. Please feel free to contact the Union office at ext. 4978 if you would like further information.

Sincerely,

Norm Westbury

President

OSSTF D 35

Brock University Support Staff