

All full-time and partial-load members who participate in this job action are protected under the [Colleges Collective Bargaining Act \(CCBA\)](#). The relevant section is:

s.53. (3) The Council, an employer or any person acting on behalf of the Council or an employer shall not,

1. refuse to employ or to continue to employ or discriminate against a person with regard to employment or any term or condition of employment because the person was or is a member of an employee organization or was or is exercising any right under this Act;
2. impose any condition in a contract of employment or propose the imposition of any condition in a contract of employment that seeks to restrain a person employed by an employer or a person seeking employment by an employer from becoming a member of an employee organization or exercising any right under this Act;
3. seek by intimidation, by threat of dismissal or by any other kind of threat or by the imposition of a pecuniary or any other penalty or by any other means to compel a person employed by an employer to become or refrain from becoming or to continue to be or cease to be a member of an employee organization, or to refrain from exercising any right under this Act. 2008, c. 15, s. 53 (3).