



ONTARIO LABOUR RELATIONS BOARD

Colleges Collective Bargaining Act, 2008

OLRB Case No: 0625-16-R  
Certification (Industrial)

Ontario Public Service Employees Union ("OPSEU"), Applicant v College  
Employer Council, Responding Party

COVER LETTER

TO THE PARTIES LISTED ON APPENDIX A:

The Board is attaching the following document(s):

Decision - June 17, 2016 and French Translation

DATED: June 17, 2016

Catherine Gilbert  
Registrar

Website: [www.olrb.gov.on.ca](http://www.olrb.gov.on.ca)

Address all communication to:

The Registrar  
Ontario Labour Relations Board  
505 University Avenue, 2nd Floor  
Toronto, Ontario M5G 2P1  
Tel: 416-326-7500  
Toll-free: 1-877-339-3335  
Fax: 416-326-7531



ONTARIO LABOUR RELATIONS BOARD

THIS IS AN OFFICIAL NOTICE OF THE BOARD

OFFICIAL NOTICES OF THE BOARD MUST NOT BE REMOVED, DEFACED  
OR DESTROYED

ALL NOTICES MUST IMMEDIATELY BE POSTED BY THE EMPLOYER (IN  
LOCATIONS WHERE THEY ARE MOST LIKELY TO COME TO THE  
ATTENTION OF EMPLOYEES OR OTHER INDIVIDUALS AFFECTED BY THE  
APPLICATION) NEXT TO THE APPLICATION, THE BOARD'S NOTICE TO  
EMPLOYEES OF APPLICATION, AND/OR THE BOARD'S DECISION

NOTICES MUST REMAIN POSTED FOR 45 BUSINESS DAYS



COMMISSION DES RELATIONS DE TRAVAIL DE  
L'ONTARIO

Loi de 2008 sur la négociation collective dans les collèges

N° de cas de la CRTO : 0625-16-R  
Certification syndicale (secteur industriel)

Syndicat des employés de la fonction publique de l'Ontario (« SEFPO »),  
requérant c Conseil des employeurs des collèges, intimé

LETTRE D'ACCOMPAGNEMENT

À L'ATTENTION DES PARTIES INDIQUÉES À L'ANNEXE A :

La Commission joint à la présente le ou les documents suivants :

Décision rendue le 17 juin 2016 et la traduction en français

FAIT LE : 17 juin 2016

A handwritten signature in black ink that reads 'Catherine Gilbert'.

Catherine Gilbert  
Greffière

site Web : [www.olrb.gov.on.ca](http://www.olrb.gov.on.ca)

Toutes les communications  
doivent être adressées à :

La greffière  
Commission des relations de travail de  
l'Ontario  
505, avenue University  
2<sup>e</sup> étage  
Toronto (Ontario) M5G 2P1  
Téléphone : 416-326-7500  
Sans frais : 1-877-339-3335  
Télécopieur : 416-326-7531



COMMISSION DES RELATIONS DE TRAVAIL DE  
L'ONTARIO

CET AVIS OFFICIEL DE LA COMMISSION  
NE DOIT PAS **ÊTRE ENLEVÉ**, **ALTÉRÉ** OU **DÉTRUIT**

L'EMPLOYEUR DOIT AFFICHER IMMÉDIATEMENT CETTE DÉCISION (AUX  
ENDROITS **OÙ** ELLE EST LE PLUS SUSCEPTIBLE D'ATTIRER L'ATTENTION  
DES EMPLOYÉS ET AUTRES PERSONNES TOUCHÉES PAR LA REQUÊTE), **À**  
**CÔTÉ** DE LA REQUÊTE, DE L'AVIS DU **DÉPÔT** DE LA REQUÊTE **DONNÉ** PAR  
LA COMMISSION AUX EMPLOYÉS ET/OU DE TOUTES LES AUTRES  
**DÉCISIONS** DE LA COMMISSION.

LE **PRÉSENT** AVIS DOIT RESTER AFFICHÉ PENDANT 45 JOURS  
OUVRABLES.



## ONTARIO LABOUR RELATIONS BOARD

OLRB Case No: **0625-16-R**

Ontario Public Service Employees Union ("OPSEU"), Applicant v  
**College Employer Council**, Responding Party

**BEFORE:** Brian McLean, Alternate Chair

**DECISION OF THE BOARD:** June 17, 2016

1. This is an application for certification under the *Colleges Collective Bargaining Act, 2008*, S.O. 2008 c.15 (the "CCBA").
2. Representation votes are scheduled to be held at Colleges across the province commencing next week.
3. This is to confirm, the advice of the Board's Manager of Field Services to the parties, that all ballots cast in the vote will be individually segregated. This is an administrative matter to ensure that individuals do not cast more than one ballot.
4. The employer also requests that voters present some form of identification when casting their ballot. The union objects to the request and cites the Board's longstanding practice of not requiring identification and, indeed, a previous Board decision between these parties (*College Compensation and Appointments Council*, 2009 CanLII 45630 (September 2, 2009)) where the Board rejected a similar request.
5. In my view, it is appropriate to come to a different result in this application. The number of employees affected by this application is far greater than were affected by the union's 2009 application. It is possible (albeit unlikely) that more than 10,000 persons may cast a ballot. In these circumstances, it is appropriate that voters be asked to provide photo identification prior to voting. However, given the Board's practice, if an individual does not have photo identification or

does not wish to product it, that will not disqualify that individual from casting a ballot (which will in any event be individually segregated as noted above).

6. The responding party is directed to post copies of this decision adjacent to each of the posted copies of the "Notice to Employees of Application for Certification". These copies must remain posted for 45 business days.

"Brian McLean"  
for the Board

APPENDIX A / ANNEXE A

Ryder Wright Blair & Holmes LLP  
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