



MEMORANDUM

Date: June 15, 2016

To: All Part-Time College Support Staff and Student Employees

From: Jeannine Verdenik, Director, Human Resources and Organizational Development

Subject: Union application to represent part-time support staff and student employees

The Ontario Public Service Employees Union (OPSEU) has filed an application with the Ontario Labour Relations Board (OLRB) that affects you directly.

OPSEU is seeking to form a union and represent part-time support staff and student employees on college campuses across Ontario. Students and Support Staff who work part-time on campuses at every college are included in the application. You are receiving this letter because you are included in this group and are directly affected.

There will be a vote to ask whether you agree or disagree with OPSEU representing you.

The vote dates and locations are:

Thunder Bay ON P7C 4W1	1450 Nakina Drive	June 21	Ryan Hall	10:00 a.m. – 12:00 noon EASTERN TIME
Dryden ON P8N 3L4	100 Casimir Avenue	June 22	Room 210	11:30 a.m. – 12:00 noon CENTRAL TIME
Sioux Lookout ON P8T 1B1	70 Wellington St	June 22	Room 139	9:00 – 9:30 a.m. CENTRAL TIME

Kenora ON P9N 3X7	900 Golf Course Rd	June 22	Room 106	3:30 to 4:00 p.m. CENTRAL TIME
Fort Frances ON P9A 3T8	440 McIrvine Road	June 23	Room 147	11:30 a.m. – 12:00 noon CENTRAL TIME

The vote is very important because it will determine whether or not OPSEU will represent you and all part-time support and student employees.

The vote will be decided by a majority of those who show up and cast their vote. If only a few people vote, they will decide this question for everyone across the province. Please exercise your right to express your view.

For employees scheduled to work during the vote, you will be provided with reasonable and adequate time to go to the voting location.

For employees not scheduled to work during the vote, all eligible voters will be paid 2 hours pay if you come to campus and vote on the day the vote is held at our college. In addition, you will be able to claim reasonable expenses related to travel or parking that is associated with coming to campus to vote. Please keep all receipts to complete an expense claim.

All part-time support staff and student employees who had an employment contract in the 2015-2016 academic year are eligible to vote. Additionally, if there is not a polling station in your home community you will be reimbursed reasonable travel expenses to attend the nearest polling station. Reimbursement will be in accordance with the College's travel policy.

You may exercise your right to vote at any College on the day the vote is held at that location. The voting schedule has been posted at your College. In addition, we have posted the full voting schedule on the Council's website at www.theCouncil.on.ca.

It is important to understand the facts before you cast your vote.

If the vote is in favour of unionization:

- The existing full-time Support Staff agreement will not apply. New terms and conditions will have to be negotiated for all of the support staff part-time employees, including students working part-time hours.
- Collective agreements always include an obligation to deduct union dues from employees' paycheques and remit the dues to the union. We understand the amount of dues for OPSEU is generally 1.375% of earnings.

- You are not able to opt out of union representation if the vote is in favour of unionization -- even if you do not vote for OPSEU and even if you did not sign a membership card. This is why it is important everyone exercise their right to vote.
- The union has a legal right to strike if negotiations between the college and the union over the terms of employment are not successful. Persons on strike do not receive wages for the duration of any strike activity.

Whether you have or have not signed a union membership card you have the right to vote. How you vote is your choice.

College part-time employees will make their own decisions concerning the value of joining OPSEU. We respect the right of each employee to make whatever choice they think is best for them. We urge you to carefully review all of the information available in order to assist you in making your decision.

Please cast your ballot to make your voice heard. This application is very important to all part-time college employees in Ontario.

Please speak to your manager if you have any specific questions.