



MEMORANDUM

Date: October 3, 2017

To: All Part Time and Sessional Faculty
From: Jeannine Verdenik, Director of Human Resources
Subject: Upcoming Part Time Certification Vote

As you may be aware, 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 and sessional academic employees on college campuses across Ontario. You are receiving this message 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 will be decided by a majority of eligible voters 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.

The vote dates and locations are:

Campus	Date	Time	Room
Marathon Campus 14 Hemlo Drive Marathon, ON	Wednesday, October 11	12:30 to 1:00 p.m. Eastern	Room 1
Dryden Campus 100 Casimir Avenue Dryden, ON	Wednesday, October 11	12:00 to 1:00 p.m. Central	Room 221
Kenora Campus 900 Golf Course Road Kenora, ON	Wednesday, October 11	3:30 to 4:30 p.m. Central	Room 122
Fort Frances Campus 440 McIrvine Road Fort Frances, ON	Thursday, October 12	11:30 a.m. to 12:00 p.m. Central	Room 150
	Tuesday, October 10	3:30 to 6:00 p.m. Eastern	Shuniah Building Room C205
	Thursday, October 12	10:30 a.m. to 1:00 p.m. Eastern	Shuniah Building Room C205

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

All eligible voters will be paid 2 hours pay at the training/meeting per diem rate of \$25.00 per hour if they come to campus and vote on any of the days the vote is held at our college. Payment will be automatic for all eligible voters who come to campus to vote on days in which they were not scheduled to work. Please remember to bring photo ID.

You may exercise your right to vote at any College on the day the vote is held at that location. The voting schedule is above and posted on the College website. 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 Academic collective agreement will not apply. New terms and conditions will have to be negotiated for all of the part-time and sessional academic employees.
- 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.
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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 and sessional 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 and sessional academic college employees in Ontario.

You can find more information on our website by following the link below:

<http://www.confederationcollege.ca/human-resources-services/collective-agreements/part-time-certification-academic-staff>

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