

To: All Part-Time College Support and Student Employees
From: Jeff Low, Human Resources Director
Subject: Union application to represent part-time support and student employees

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

OPSEU is seeking to form a union and represent part-time support 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 date and location is:

St. Thomas Campus, 120 Bill Martyn Parkway – Tuesday June 28, 2016, 3:30 to 4:30, Room 176

London Main Campus, 1001 Fanshawe College Boulevard – Wednesday June 29, 2016, 9:00 to 12:00 and 2:30 to 3:30, Room B1074

Simcoe Campus, 634 Ireland Road – Thursday June 30, 2016, 10:30 to 11:00, Room B106

Woodstock Campus, 369 Finkle Street – Thursday June 30, 2016, 2:30 to 3:30, Room 110

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

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 charge 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.

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 these 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. That's \$13.75 for every \$1,000 you earn.
- 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 you will be included. That is why this issue and this vote involve everyone.
- 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. Even if you signed a union membership card it does not mean you have to vote yes. It is always your choice.

College part-time employees will make their own decisions concerning the value of joining OPSEU. We certainly 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.

Whether or not you support the union, please cast your ballot to make your voice heard. This application is very important to all part-time college employees in Ontario.

Ask your manager if you have questions.