

To: Part-time College Employees

MEMORANDUM

From: Don Sinclair
Executive Director

Date: April 14, 2008

Re: Ensuring Your Rights are Protected

I am writing to update you on OPSEU's campaign to represent college part-time employees.

It is important to emphasize that Ontario's colleges respect the rights of employees to associate as they see fit.

Currently, there is no legislation that permits part-time college employees to unionize. The Ontario government has promised legislation to establish a fair process. The colleges and OPSEU have provided their suggestions about what the legislation should contain. We expect the legislation explaining the process will be implemented shortly.

Instead of respecting the hard work that everyone has done to ensure that the views of all employees can be fairly determined, OPSEU has decided not to wait. It has commenced litigation before the Ontario Labour Relations Board demanding a vote be held now, even though there are no rules to determine how a vote should be conducted, who has the right to vote, when a vote should be held, who will be in the bargaining units, etc.

OPSEU wants the Labour Board to make up the rules instead of letting the government determine a fair process that respects the rights of all part-time employees.

In our view, it is important that at the end of the process, all employees respect the result, whatever it may be. The colleges believe that a vote should only occur once the proper process is in place that clearly defines the rights of college part-time employees. Our concern is one of fairness to all employees. The Council will ask the Labour Board not to render any decisions until the legislation, which provides the legal framework, is in place.

We thought it important that you be made aware of these developments. We will keep you advised concerning these events as they unfold.

