

July 25, 2014

1. Can the University ask the employees to vote on its last offer?

Yes. The *Labour Relations Act* permits an employer to ask the Minister of Labour to direct what is referred to as a Proposal Vote. This type of vote is supervised by the Ontario Labour Relations Board (OLRB). The OLRB will assign one or more labour relations officers to attend and supervise the vote. The University can only request this kind of vote once in the course of any set of collective bargaining negotiations.

2. Who gets to vote at a Proposal Vote?

All employees in the bargaining unit are entitled to vote and are encouraged to exercise this right.

3. At what point during collective bargaining would a Proposal Vote take place?

The OLRB determines when the vote will occur. A vote can occur before or after a strike has started.

4. Where would a Proposal Vote be held?

The OLRB, in consultation with the Union and the University, will determine the location of the polling station where the vote will occur. Usually, the polling station is located at or near the workplace(s) of employees in the bargaining unit.

5. What happens when I go to vote?

At the polling station, you will be asked by the labour relations officer to identify yourself and to provide photo identification. The officer will then confirm that you are on the voters list and eligible to vote. You will be given a blank ballot and an opportunity to fill out the ballot behind a private cubicle or cardboard cut-out that will have been set up by the labour relations officer. No one will be able to see how you vote. You will then be asked to fold your ballot and put it in the ballot box, which will be sealed.

6. Will anyone other than a labour relations officer be present at the polling station?

Yes. The University and the union will each have a representative at the polling station. These individuals are vote scrutineers. Their job is to ensure that the vote is conducted fairly.

7. What if I'm not on the voters list when I go to the polling station to vote?

The labour relations officer will advise you how to proceed. In most cases, you will be permitted to vote but your ballot will be kept separate from the ballot box and your eligibility to vote will be determined after the polls have closed or at a later date.

8. What will the ballot say?

The exact wording is determined by the Ontario Labour Relations Board.

9. If I choose to vote, will my vote be confidential?

Yes. Unless you decide to tell someone how you voted, no one will know how you voted. The ballot you fill out will not identify you in any way.

10. When will the results of the vote be known?

Usually, the votes are counted by a labour relations officer immediately following the closing of the polls.

11. What happens if a majority of voters vote to accept the University's Proposal Vote offer?

Negotiations would end and a new collective agreement would take effect. The terms and conditions of the collective agreement would be those contained in the Proposal Vote Offer on which members voted, as well as all other matters that the union and University have previously agreed upon.

12. What happens if a majority of voters vote to reject the University's Proposal Vote offer?

No collective agreement would take effect.

13. What if I'm asked to say how I voted?

It is entirely up to you whether or not you tell anyone how you voted. However, it is unlawful for any representative of the union or University to ask you how you voted. If you feel intimidated or threatened or you are pressured to reveal how you voted by anyone, you should report this to an appropriate person of authority, such as your supervisor, union representative, or Human Resources Services.