

Friday, November 10, 2017

Dear faculty member,

As you are aware, on Tuesday, November 14 you will be given the opportunity to vote on the offer made on Monday, November 6 by the College Employer Council. While an employer offer vote is never a preferred path, because a settlement is ideally reached at the bargaining table, the colleges and the union have not been successful in finding resolution. It has been our hope that a negotiated settlement could have been reached by this point allowing you and DC students to return to class.

The union has identified academic freedom as the one major issue outstanding, but they can't accept the colleges' academic freedom guarantees.

This is your collective agreement and we have reached the point where faculty need to decide whether to accept it or not, through this vote. I am writing to provide information and encourage you to exercise your right to have your say.

The Ontario Labour Relations Board (OLRB) is solely responsible for managing the faculty vote. Neither the college nor the union is involved in the vote to ensure its independence and integrity. This is an anonymous ballot – no one will know how you vote. The electronic and telephone ballot will be open from 9 a.m. on Tuesday, November 14 to Thursday, November 16 at 10 a.m.

The OLRB will be sending an email to your college email account that provides you with voting instructions and a helpline to contact, if needed. These instructions have also been posted on the college's website and the union's website. The OLRB has also posted the entire employer's offer of November 6 on its website - [http://www.olrb.gov.on.ca/english/ACAD\\_ManagementOffer\\_20171106.pdf](http://www.olrb.gov.on.ca/english/ACAD_ManagementOffer_20171106.pdf) and attached here.

The vote is crucial for faculty, students and the wider college community, because it will decide whether the strike continues or not. The Council has provided the facts for you in the table attached that allows you to review the offer and inform your decision.

When you vote, the ballot will read as follows:

“The employer’s offer of November 6 should be accepted.”

or

“The employer’s offer of November 6 should be rejected.”

If the majority of faculty accept the offer, then the strike will end. If the majority of faculty reject the offer, then the strike will continue. It is important to know that there is no requirement in the legislation governing the collective bargaining process for binding arbitration to be introduced as a result of a rejection of an employer’s offer.

The vote will be decided by a 50 per cent + 1 majority of those who cast their vote. It is important for all faculty to vote and let your voices be heard.

We will continue to share information as we come closer to the vote dates.

Again, I encourage all faculty to exercise your right to vote. The Council has laid out the facts for you in a table attached that allows you to review the offer and inform your decision.

We hope there is a resolution to the strike soon and look forward to seeing you and DC students back in class in the very near future.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Blakey". The signature is written in a cursive, flowing style.

Scott Blakey,  
Chief Administrative Officer