



Memorandum

Date: 6 August 2009
To: Council of Chairs, Principals, and Academic Directors
From: Stephen Rupp, Vice-Dean, Faculty and Academic Life
Re: **Application for Certification of Post-Doctoral Fellows**
CC: Business Officers, FAS

The Provost and the Vice-President, Human Resources and Equity have forwarded to your attention a memorandum directed to post-doctoral fellows at the University of Toronto concerning the application from CUPE 3902 to unionize this group, excluding those who “apply for and are awarded funding from any source other than the University of Toronto”. As this memorandum notes, if CUPE can demonstrate that it has adequate support from the members of this potential bargaining unit, the Ontario Labour Relations Board will order a secret ballot that will determine by a simple majority of those voting the wish of the members to be represented by CUPE. The certification vote will likely take place early next week. Please note that the timing of the vote is determined by the Labour Relations Act. The Union and the University are preparing a list of potential members of the bargaining unit who are entitled to vote. Any post-doctoral fellow who believes that s/he is eligible to vote, or has any questions as to whether s/he is eligible to vote, should attend at a polling place and identify her/himself to the Board Officer conducting the vote.

The Faculty stresses the importance of this vote and urges members of CPAD to communicate with all post-doctoral fellows in their units and to encourage them to exercise their right to vote. It is in the interest of all parties to ensure the broadest possible representation in the certification vote. The memorandum from the University is clear on this point, but we urge you to follow up with individuals within your units.

The University will distribute detailed information concerning dates, times, and locations for the vote. This information should be distributed to all post-doctoral fellows in the most timely manner possible.