



Representation at Work

OPSEU

The Employer is required to negotiate the terms and conditions of your employment. Those conditions cannot be changed.

You are connected to other OPSEU members working for CCACs across the province. When you know what other CCACs are doing, you'll be better prepared for changes.

Your Employer will be required to respect your seniority (per the collective agreement) when it comes to promotions, transfers, postings and layoffs.

You will have access to a real dispute mechanism — one that can go all the way to Arbitration.

You will have expert advice and representation.

Even those rights that you are entitled to by statute (human rights, employment standards and health & safety) are stronger with a union there to back you up.

NO UNION

Your terms and conditions are set by the employer and can be changed at any time.

You will be the only CCAC employees in the entire province who do not have representation at work.

Your employer can introduce changes, set policy, change policy and ignore policy at their discretion.

Without a collective agreement that defines how seniority is accumulated and how it will be applied, the Employer can disregard how long you've been an employee.

If your employer violates the Employment Standards Act, the Human Rights Code or the Occupational Health & Safety Act, you can file a complaint on your own and at your own expense.

**Questions? Please call
1-800-268-7376**