



Mr. John Smith
1234 Any Street
Any Town, ON A1B 2C3

Dear AMAPCEO-represented employee in the OPS:

This mailing contains important information about the current status of our bargaining. Please keep this letter as it contains your unique identifier to cast a vote in the **First Strike Vote** on Tuesday and Wednesday, **March 25th and 26th, 2014**.

Enclosed is a separate communication from AMAPCEO urging you to vote “YES” and explaining why. This is your vote, and you decide.

In the secret ballot vote, you are being asked ***whether or not you are in favour of strike action, if necessary, to achieve a fair and reasonable collective agreement.***

What is AMAPCEO’s two-step strike vote policy?

AMAPCEO has adopted a policy for this round of bargaining that commits us to a **two-step strike vote**. While this **first strike vote** will authorize strike action, the AMAPCEO Board has committed that after a successful first-step strike vote, it will only organize limited, short-term or local job actions, but not a full-scale or unit-wide withdrawal of services. A separate, **second-step strike vote** may be called later to authorize wider strike action, but only if our Bargaining Team and the Board believes there is no alternative. To be clear, under AMAPCEO policy, a full withdrawal of services can only be authorized if a second strike vote is approved by a majority of those voting. The vote scheduled for March 25th and 26th is a first-step strike vote. Since the Labour Relations Act defines any withdrawal of services, no matter how limited or minor, as a strike, we must hold a “strike vote” in order to lawfully engage in any form of job action at all. Our hope is that with a positive first strike vote, we will be able to negotiate a fair and reasonable collective agreement.

How and when will the vote be held?

An internet or on-line vote will be held over a two-day period on Tuesday and Wednesday, **March 25th and 26th**, 2014. Voting starts at 7:00 a.m. (EST) on March 25th and will continue until 11:00 p.m. (EST) on March 26th. You may vote at any time during this period.

There are four steps involved in voting:

- 1.** In your web browser, go to **<https://www.securevote.ca/AMAPCEO/>**
- 2.** Click “**enter**”
- 3.** Log in using this secure unique voter ID and PIN:
Voter ID: [insert voter ID]
PIN: [insert PIN]
- 4.** Read the vote question and then vote “yes” or “no”.

Please do not share or misplace this Voter ID and PIN number.

Who is conducting this vote?

An independent, third-party voting firm, Union Voting – A Union Calling / Scytl Partnership, is conducting the vote on behalf of AMAPCEO. Your vote will be strictly confidential and no one will know how you voted. The third-party firm will inform AMAPCEO of the results. If you have difficulty logging in or voting, there will be a toll-free telephone number on the screen to call for assistance.

Call toll free 1-800-506-0359.

The operator is only accessible from 7a.m. to 11p.m. on March 25 & 26.

Who is eligible to vote?

Any employee with a home position in the AMAPCEO bargaining unit in the Ontario Public Service is entitled to vote. If you have an AMAPCEO home position but are temporarily acting outside the bargaining unit (e.g., in OPSEU or management-excluded), you are still eligible to vote.

Where can I find out more information about the strike vote or the issues in bargaining that have led to AMAPCEO holding a strike vote?

Please visit the AMAPCEO bargaining website: **www.iminAMAPCEO.ca**