

OTTAWA AREA OFFICE – BUREAU DE LA RÉGION D’OTTAWA

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April 28, 2020

**VIA EMAIL**

The Ottawa-Carleton Public Employees’ Union  
CUPE Local 503

Dear Brothers and Sisters,

**RE: CUPE Local 503 Election Ruling 2020**

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On Friday April 24, 2020 I received a complaint and was asked to rule on whether a candidate has violated the ruling of April 20, 2020 by using the City of Ottawa telephone system for the purposes of campaigning.

On April 20<sup>th</sup> I ruled the following:

*“the use of the employers email system is not an acceptable medium for campaigning and creates an unfair bias to those candidates who do not have access to the same system as other candidates, therefore raising serious concern as to the integrity of the election process”*

*“acceptable mediums for campaigning include one’s own personal email and/or social media platforms such as Facebook, Twitter, Instagram and the like. Designated union boards in the workplace may be utilized for campaign materials. In order to ensure adherence with respective Collective Agreements, union activity related to the election or distribution of campaign materials must not take place during working hours or utilizing employer resources.”*

*“...any candidate seeking a position in the 2020 CUPE 503 Election shall be prohibited from utilizing any employer resource or tool, including the employers email system, for the purpose of their election campaign.”*

...1/2

**MARK HANCOCK**

National President/Président national

**CHARLES FLEURY**

National Secretary-Treasurer/Secrétaire-trésorier national

**DENIS BOLDOC, PAUL FAORO, FRED HAHN, JUDY HENLEY, SHERRY HILLIER**

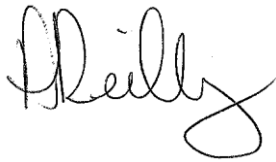
General Vice-Presidents/Vice-présidences générales

The City of Ottawa telephone system is a tool provided by the employer to enable City employees to perform the duties of their position and for the public to contact a specific employee or department within the City. I find that the use of the employer's telephone system for the purpose of campaigning is a breach of my ruling dated April 20, 2020.

All candidates seeking a position in the 2020 CUPE 503 Election shall be prohibited from utilizing any employer resource or tool, including the employer's email system and the employer's telephone system, for the purpose of their election campaign.

This ruling will be posted on the CUPE 503 website.

In solidarity,

A handwritten signature in black ink, appearing to read "Allison Reilly". The signature is fluid and cursive, with a large loop at the end.

Allison Reilly  
CUPE National Representative  
Chief Electoral Officer

:kd/cope 491

cc: J. Watson; Elections Committee