



## ONTARIO LABOUR RELATIONS BOARD

### Labour Relations Act, 1995

OLRB Case No: 0849-25-R  
Certification (Industrial)

Canadian Union of Public Employees, Applicant v Trillium Health Partners,  
Responding Party

### COVER LETTER

TO THE PARTIES LISTED ON APPENDIX A:

The Board is attaching the following document(s):

Decision - July 24, 2025

DATED: July 24, 2025

Catherine Gilbert  
Registrar

Website: [www.olrb.gov.on.ca](http://www.olrb.gov.on.ca)

Address all communication to:

The Registrar  
Ontario Labour Relations Board  
505 University Avenue, 2nd Floor  
Toronto, Ontario M5G 2P1  
Tel: 416-326-7500  
Toll-free: 1-877-339-3335



## ONTARIO LABOUR RELATIONS BOARD

THIS IS AN OFFICIAL NOTICE OF THE BOARD

OFFICIAL NOTICES OF THE BOARD MUST NOT BE REMOVED, DEFACED  
OR DESTROYED

ALL NOTICES MUST IMMEDIATELY BE POSTED BY THE EMPLOYER (IN  
LOCATIONS WHERE THEY ARE MOST LIKELY TO COME TO THE  
ATTENTION OF EMPLOYEES OR OTHER INDIVIDUALS AFFECTED BY THE  
APPLICATION) NEXT TO THE APPLICATION, THE BOARD'S NOTICE TO  
EMPLOYEES OF APPLICATION, AND/OR THE BOARD'S DECISION

NOTICES MUST REMAIN POSTED FOR 45 BUSINESS DAYS



## ONTARIO LABOUR RELATIONS BOARD

OLRB Case No: **0849-25-R**

Canadian Union of Public Employees, Applicant v **Trillium Health Partners**, Responding Party

**BEFORE:** Rishi Bandhu, Vice-Chair

**DECISION OF THE BOARD:** July 24, 2025

1. This is an application for certification filed under the *Labour Relations Act, 1995*, S.O. 1995, c.1, as amended.

2. A representation vote was conducted in respect of the application. A majority of the ballots cast were in favour of the Union and no ballots were segregated. The applicant is in a position to be certified, but for the parties' disagreement concerning the inclusion or exclusion of certain positions in the bargaining unit. Notwithstanding this unresolved issue, the parties jointly request that the Board issue an interim certificate to facilitate the commencement of bargaining.

3. The Board determines that it is appropriate to exercise its discretion to issue an interim certificate pursuant to section 9(2) of the Act.

4. The parties have agreed on the following bargaining unit description:

all office and clerical employees of Trillium Health Partners in the City of Toronto, City of Mississauga, and Town of Oakville save and except Supervisors, those above the rank of Supervisor, and employees for whom another trade union currently holds bargaining rights.

5. It is the Board's determination that the applicant's right to certification cannot be affected by the exclusion of certain positions from

the bargaining unit. Further, the Board is of the view that the expeditious issuance of a certificate is both possible and appropriate in these circumstances. The opportunity to collectively bargain should not be delayed while this issue is being resolved. On the taking of the representation vote directed by the Board, more than 50% of the ballots cast by employees in the bargaining unit were cast in favour of the applicant, regardless of the outcome of the dispute over the bargaining unit description.

6. Accordingly, the Board, pursuant to its discretion under section 9(2) of the Act, having regard to the substantial agreement of the parties and pending the final resolution of the bargaining unit description, certifies the applicant as the bargaining agent for all office and clerical employees of Trillium Health Partners in the City of Toronto, City of Mississauga, and Town of Oakville save and except Supervisors, those above the rank of Supervisor, and employees for whom another trade union currently holds bargaining rights.

7. A final certificate must await the final determination of any exclusions from the appropriate bargaining unit.

8. The Registrar will destroy the ballots cast in the representation vote taken in this matter following the expiration of 30 days from the date of this decision unless a statement requesting that the ballots should not be destroyed is received by the Board from one of the parties before then.

9. Meeting and hearing dates set previously are hereby cancelled.

10. Either of the parties may request the Board determine any status disputes if the parties cannot resolve the matter. If the parties have reached agreement, either party may request the Board issue a final certificate in respect of the agreed upon bargaining unit description. If, within one year of the date of this decision, the Board has not been requested to issue a final certificate or to determine the description of the bargaining unit, and the parties have not entered into a collective agreement, this decision shall be deemed to constitute certification of the applicant pursuant to section 10 of the Act and the certificate issued by the Board, and the bargaining unit described above, shall be deemed to be the Board's final determination of the bargaining unit.

11. The responding party is directed to post copies of this decision immediately, adjacent to all copies of the "Notice of Vote" posted

previously. These copies must remain posted until the date that had been set for the hearing.

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"Rishi Bandhu"  
for the Board

## APPENDIX A

Canadian Union of Public Employees

Attention: Dave Steele

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Canadian Union of Public Employees

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