

## Local Executive Table Officers

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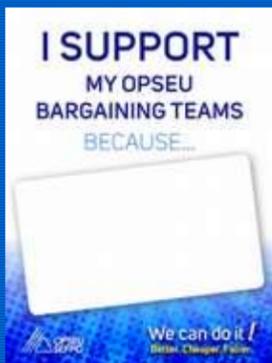
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## Where are we at?

Your Bargaining Team is currently busy working and gathering information to be prepared to meet with the employer to commence Essential and Emergency Service (EES) negotiations. They are NOT sitting at the table bargaining a new contract with the Employer.

## How can we show support to our bargaining team?

That's easy.

1. Wear blue every Wednesday
2. Join us on Wednesday, if you are able, at 10:00am by the 5700 Yonge water fountain to begin our solidarity walk till 10:15am.
3. Wait for your next invite to our Local 504 Cafe.
4. Complete and put up the poster: I support my OPSEU Bargaining Teams Because...

## Another OPSEU Form?

We are making an attempt to get all members who work at 5700 Yonge to be associated in the OPSEU Head Office database as being a member of Local 504 as there are many members not associated to an OPSEU Local worksite.

Every time you get a new job and relocate to a different building the employer does not let OPSEU know about this. It is entirely up to the stewards at the Local where you work at to get you signed up.

So if you are asked to complete another form, I hope you will reconsider so we can have you associated with Local 504, 5700 Yonge Street to keep you in the loop.

## Local 504 Q&A

### Can I still use my benefits even though our Collective Agreement expired?

Yes, we can still use our benefits. We are covered for everything that is listed in our Collective Agreement that expired December 31, 2014.

### If I get my orthopedic shoes now and pay for them now, will it be covered under our current Collective Agreement or will the insurance company ask for money back?

Your orthopedic shoes are covered by the current Collective Agreement. You will not be asked to repay the insurance company.

### What is involved in the Essential Agreements process?

For every Essential and Emergency Agreement, the Bargaining Teams are making sure that they are thoroughly researched and negotiated. This is an extensive process that requires detailed review, and analysis and co-operation with everyone involved.

### I heard that Corrections Bargaining team has filed a No Board Report, what does that mean for our Central Bargaining Group?

We will continue on with researching and negotiating the Essential and Emergency Agreements for the Central Bargaining team. At some point, it is possible that this may impact our negotiations. Let us wait and see what the outcome is for Corrections.

### What is Work to Contract?

This means that members should do only what they are required to do under the collective agreement. On a work-to-contract campaign, workers cannot withdraw services or refuse to follow directions, but they can show the employer that they support the bargaining teams.

- **DON'T** take any more short cuts.
- **DON'T** volunteer to work overtime.
- **DON'T** talk to supervisory personnel except where the job requires it.

### What are the details around taking breaks and lunch?

Under the current Collective Agreement, ARTICLE UN 7 – REST PERIODS in the Unified Bargaining Unit states:

UN 7.1 The present practice for rest periods in each shift shall be maintained

This includes the coffee breaks and meal breaks. The lunch/dinner breaks are without Pay. The lunch break is the unpaid break that complies with the Employment Standards Act provisions.

### Are you being asked to work overtime?

If the answer is yes, make sure you communicate with your manager about how to be compensated for working more than your 36.25 hours per week, depending on the Schedule you are associated with.

If it is not communicated and documented you are working for free.

For details refer to ARTICLE UN 8 – OVERTIME in the Collective Agreement.

### If we are on Strike or Lockout is there certain criteria that should be met in order to receive strike pay AND benefits?

The criteria is:

1. Complete Form B, Direct Deposit form and if applicable Accommodation Form
2. Perform strike duty