

Local Executive Table Officers

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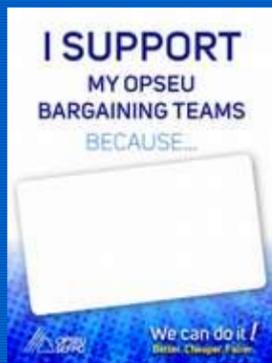
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Where are we at?

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.

Your personal e-mail address

Thank you to everyone who has shared their personal email address with Local 504. Many of you currently are receiving emails from OPSEU Head Office but not from our Local. Now that Local 504 has your personal email address, we will be able to email your information to your personal email instead of through the employers email (@ontario.ca).

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...

Local 504 Q&A

Are we going on Strike?

No we are not. There could be but we are hopeful to avoid one if possible.

How does EES negotiations relate to a strike deadline?

The law requires EES agreements to be in place prior to a legal strike or lockout. As in the past two rounds of bargaining, the union and the employer have agreed to negotiate EES agreements only if the two sides reach an impasse over the issues.

How much lead time are we given that a strike or lockout could happen?

Be assured that EES agreements must be signed off and in place before either party (union or employer) can request a "No Board" report from the Ministry of Labour, which then starts the 17-day clock towards a legal strike or lockout deadline.

How will I know if we go on Strike?

The Bargaining Teams and the Provincial Co-ordinating Group will inform your Local Executive. Your Local Executive will contact you by emailing you at your personal home email address.

If a strike or lockout is called, what happens if I'm on vacation and/or out of the country?

You are considered to be on strike or locked out. The employer does not have to pay you vacation pay. You keep your vacation credits and can take approved vacation later.

What happens if I cross the picket line?

Local 504 will document that you have done so. OPSEU's constitution, not the same as the Collective Agreement, spells out how the union is run, and members' rights and responsibilities. It would be a good idea to become familiar with the implications.

Article 30 of the OPSEU Constitution states the following about Strikebreaking:

The assessment for damages to the union for strikebreaking shall be an amount equal to 100 per cent of the strike breaker's wages earned during the strike, to a maximum of \$10,000 in consideration of the harm to the union caused by the strike breaker's action.

My home position is an OPSEU position; I am currently in a seconded position what should I do?

The Bargaining Team has already asked that all members in seconded positions to AMAPCEO or OPSEU return to their home OPSEU position. If you have not already done so, you will return when a Lockout or Strike is called.

I already completed my old Form B; will OPSEU Head Office still take it?

Yes, the old Form B is still valid. The financial information will be required separately only in the imminence of strike.

Can I still apply for TEI and/or VEO?

Yes you still can. You have until June 30, 2015 to apply and be approved. Under the previous CA, it was extended for six months however it is not certain if this will be negotiated as part of our next contract.

Are there any changes to the retiree benefits eligibility requirements?

No. As a reminder, the following is what will take effect January 1, 2017:

Members who do not have 10 years pension credit in the pension plans by January 1, 2017, would be required to meet the following two criteria in order to qualify for retiree benefits:

- have at least 20 years of pension credit; and
- retire to an immediate unreduced pension.

Any eligible member who has not commenced receipt of a pension before January 1, 2017 would be required to pay 50 per cent of the retiree benefits premium costs to participate in the benefit plan.