

Local Executive Table Officers

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OPS Table Talk Issues

- [OPS Table Talk 2015 Issue 26 - Central/Unified Bargaining Team Reaches Tentative Agreement with Government](#)
- [OPS Table Talk 2015 Issue 27- Summary of tentative agreement reached with government by Central/Unified bargaining team](#)
- [OPS Table Talk 2015 Issue 28 - Details of tentative agreement reached with government by Central/Unified bargaining team](#)
- [OPS Central/Unified Tentative Agreement - Memorandum of Settlement](#)

2015-2017 Collective Agreement

The term of this collective agreement will be for three years: from January 1, 2015, to December 31, 2017.

Salary

- Effective January 1, 2016, all Unified members will receive a one-time lump sum payment equal to 1.4 per cent of earned base salary, less statutory deductions. The calculation of the base salary will be based on wages earned for regular hours worked in 2015. This lump sum payment will not alter an employee's base salary for any purpose.
- ***The payment is expected to be paid out to members on the 2nd pay in February.***
- Effective January 1, 2017, all members will receive an increase to their base salary of 1.4 per cent.

Salary Grid Progression Freeze

- Employees who have not reached their maximum salary will not progress through the salary scale in 2016 or 2017.

Employee Right to Representation (NEW Article 30)

- This new language gives members the right to union representation when their supervisor or other Employer representative intends to meet with an employee for reasons such as:
 - disciplinary purposes
 - investigating matters that may result in disciplinary action
 - formal counselling session related to performance or behaviour
 - termination of employment
 - matters relating to accommodation or return to work
 - attendance management
 - layoff/surplus
 - any other provision in the collective agreement where the right to representation is referenced

For more information, click on a link on the left navigation to read any of the applicable OPS Table Talk Issues.

Attendance Management Program

An employee will enter Level 1 of the ASMP and/or progress through the levels of the program if his/her sick leave exceeds the enterprise attendance threshold. Commencing April 1, 2015, employees who have absences that exceed the enterprise attendance threshold of seven days within a 12-month period will enter the program at Level 1.

Each time an employee triggers into a new level, he/she will have a meeting with his/her manager and/or employer representative(s).

2017 Post-Retirement Insured Benefits

Refer to your latest paystub that identifies the amount the employer currently pays on your behalf for supplemental health benefits. If you retire before Dec 31st, 2016 (and have received your first pension cheque) there will be no cost to you. However, should you retire in the following year you will be required to personally pay for half of that benefit. This is the basis of the policy grievance we asked all of you to complete and it is our understanding it is now being pursued via legal means.

For more information, click on the link below:

- [Post-Retirement Insured Benefits Q&A](#)

Transition Exit Initiative (TEI)

The Transition Exit Initiative program is still in effect. To apply to exit from the Ontario Public Service under the Transition Exit Initiative, please complete the OPSEU – Transition Exit Initiative application form and submit it to your home position manager.

For more information, click on the link below:

- [OPSEU Transition Exit Initiative](#)

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