



# Local 504 News

January 2013

## Local Executive Table Officers

**Bernie Sibbing**  
President  
president@opseulocal504.org

**Manny Feijo**  
Vice-President  
1st.vp@opseulocal504.org

**Judita Rodrigues**  
2<sup>nd</sup> VP/Chief Steward  
2nd.vp@opseulocal504.org

**Saema Khan**  
Treasurer  
treasurer@opseulocal504.org

**Eleanor Guzman**  
Secretary  
secretary@opseulocal504.org

## Local 504 Committees

- By-Laws
- Communications
- Greater Toronto Area Council
- Grievance
- Health and Safety
- Social
- Local Enforcement and Renewal Committee (LERC)
- Toronto & York Region Labour Council

Click on the title below to visit a website

[OPSEU Local 504](#)

[Cuts Hurts Us All](#)

[Collective Agreement](#)

## Tentative Agreement Reached

The Central/Unified and Corrections Bargaining Team have reached a tentative agreement this morning. Congratulations to both teams on a job well done and thank you for the hard work that they have put in. Details of the settlement will be shared at the OPS President's meeting this weekend.

## The Bargaining Process

- ✓ A bargaining team is elected to sit at the table, call the shots and make decisions.
- ✓ Demand setting is done at the local level, where members decide what changes they want in the contract. The employer may also propose changes.
- The bargaining team works to negotiate a settlement it can recommend to the members for approval (ratification).
- If the two sides become bogged down, the process of conciliation brings in a labour relations expert, usually from the Ministry of Labour, to try to define and overcome the differences.
  - If this succeeds, there is a settlement to be ratified
  - If it fails, it starts a clock ticking toward a legal strike/lockout deadline or to contract arbitration.
- There can be no strike until the deadline is reached, and until the members of the bargaining unit vote by secret ballot to strike. Lockouts must also wait until the deadline, but the decision to act is management's, not the unions.
- In the days leading up to a strike, a mediator is normally assigned to help avert a walkout.
  - If this succeeds, you have a settlement to be ratified
  - If it fails, you have job action.
- If talks collapse and a strike occurs, there is usually a period with no negotiations. Eventually the two sides return to the table, and usually reach a settlement which can be ratified, ending the dispute.
- Throughout this process, there is constant opportunity to involve members; and the strength and commitment of members throughout the process have a direct bearing on the gains in the new contract.

Keep up to date by visiting the website:  
<http://www.opseu.org/ops/bargaining2012/index.htm>

Email the Central/Unified Team: [centralbargaining@opseu.org](mailto:centralbargaining@opseu.org)  
Follow them on Twitter: @OPSCentralTeam

## Do we still have benefits?

The short answer is YES. Our benefits contract has been extended and will be effective as Bargaining Talks continue.

## Upcoming Events

JANUARY	
15	OPS Mobilizer update 12 Noon to 1:00pm Boardroom M3 A/B, Mezzanine
26	RALLY for a Better Ontario Maple Leaf Gardens  <a href="http://www.opseu.org/notices/january-26-2012-rally-better-ontario.htm">http://www.opseu.org/notices/january-26-2012-rally-better-ontario.htm</a> Ontario Liberals will meet in Toronto Jan 25-27 to choose a new leader and the next Premier. Be there early in the morning between 7:00am-9:00am to "greet" delegates as they enter the Convention.
TBD	General Membership Meeting
APRIL	
23-25	OPSEU Convention Metro Toronto Convention Centre