

## Local Executive Table Officers

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## How many members are part of Local 504?

Our Local 504 Executive now supports about 689 members in good standing. We have grown 45% since 2017.

## Wages (Across the Board)

This is a reminder of our wage increase which began July 1, 2017. Also, since we now have a new Collective Agreement (2017-2021), if you are not at the top of the grid for your classification you will get your annual merit on your anniversary date.

2017	1.5%	July 1, 2017 or date of ratification	
2018	0%		
<b>2019</b>	2%	1% = January 1, 2019	<b>1% = July 1, 2019</b>
2020	2%	1% = January 1, 2020	1% = July 1, 2020
2021	2%	1% = January 1, 2021	1% = July 1, 2021

## TEI

We have members who have applied for TEI and many are now being denied (especially if you are a front-line worker). This option is still in our Collective Agreement and available to all OPSEU employees until the end of 2021. However, management only had until the end of February 28, 2019 to apply. So, there may be another round. As a reminder, this application is subject to senior management approval. OPSEU is looking into how the selection process is being conducted. [Please let us know if you have any questions or issues.](#)

## Performance Development Plan and Learning Plan

Many of us will have completed the "PDP" for the last fiscal year and have had a review meeting with our managers to discuss how we have done to achieving our career goals of work what we are interested in learning for the next fiscal year.

### What is this document?

Performance management is an ongoing discussion between you and your manager to help you make a successful contribution to achieving business goals. It also sets an appropriate environment for planning and improving on your career development opportunities. The learning plan is a key companion to the performance plan and outlines the key learning activities at work that you hope to achieve each year.

### What should not happen?

This document should not be punitive. It is only to be used for learning, to improve yourself to better help your organization.

## TARS Q&A

During the meeting questions were asked regarding Community Activities and breakdown costs of Other Expenses such as Member Appreciation: Local 504 Café, Spring and Autumn Equinox and Holiday Party. This table breaks down the costs associated with the holiday party and autumn equinox. The budget calculations were based on 656 members in our Local 504.

		Budget	Actual
<b>AUTUMN EQUINOX</b>			
Timothy's gift card	\$5.00	\$3,280.00	\$1,305.00
<b>HOLIDAY PARTY</b>			
Decorations, Napkins, Cutlery		\$100.00	\$127.70
Baking		\$500.00	\$429.95
Vendor vouchers	\$12.00	\$7,872.00	\$5,348.00
Coffee		\$500.00	\$500.00
Timothy's gift card	\$10.00	\$6,560.00	\$3,500.00
		\$15,532.00	\$9,905.65

## Conflict of Interest (COI)

An OPS Guide to Public Service Ethics and Conduct provides employees with an easy-to-use, comprehensive resource that will help them to understand and comply with their key obligations as public servants.

Employees are encouraged to consult the Guide on an ongoing basis and to seek the advice of their manager if they are unsure of the appropriate action to take in a given situation.

[If you are asked to complete a Conflict Of Interest Form For Public Servants, please do so.](#)

## Upcoming Events

Date	Event
July 3 9:30am-11:00am	Local 504 Café
Sept 11 12Noon-1:00pm	Lunch and Learn
October	General Membership Meeting
December	Holiday Party