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Happy New Year

Happy New Year everyone, I hope you all enjoyed the holiday season.

New Days, New Time
New Moments ahead are waiting for you
May these 365 days light up your life

OPSEU has had a busy 2016 year. Click on the following link to read all about it:
<https://opseu.org/news/state-union-year-action-2016>

2015-2017 Collective Agreement

Our Collective Agreement expires on December 31, 2017.

We will want to start thinking about raising awareness while also planning for our local environment. Demand setting will start shortly – be on the lookout for any upcoming meetings or information.

Here are some highlights from our current agreement.

Term

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

Salary

- 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

Attendance Management Program

An employee will enter Level 1 of the ASMP and 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. We recommend that your Local 504 OPSEU steward attend the meeting with you.

OPSEU Convention 2017

OPSEU's annual Convention will be held at the Metro Toronto Convention Centre on April 6, 7 and 8, 2017.

The OPSEU Convention is the supreme governing body of the union. Held once a year in the spring, Convention debates and decides on constitutional changes, policy matters, and the annual budget. Convention delegates have very important responsibilities. Locals elect delegates to OPSEU Convention, and many other key meetings based on signed-up members, not the total number of employees in the local.

- Up to 150 members: 1 delegate
- 151 to 300 members: 2 delegates
- 301 to 500 members: 3 delegates

Note: Local 504 has 372 members

General Membership Meeting

Our first meeting for 2017. This meeting will be held on Wednesday February 15th from 12 Noon to 1:00pm in Boardroom M3 A/B, Mezzanine, 5700 Yonge Street.

Be on the lookout for the meeting invitation with agenda items.