

# LBED Divisional Executive Minutes

Divisional Executive Meeting  
Aug 12 & 13th, 2013  
OPSEU Victoria Park Office

Attendees	Denise Davis, Chair Jeremy Trainor, Vice Chair Colleen MacLeod, Secretary/Treasurer Jennifer VanZetten, Health and Safety Committee Chair Susan Lusty, Pension & Benefits Committee Chair Craig Hadley, Education and Communications Committee Chair Rick Woodall, Anti Privatization Committee Chair Mirla Alvarado – OPSEU Negotiator
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Call to order 9:30 AM.

## 1: Adoption of Agenda

Discussion	Addition to the agenda – Equity of mobilizers during bargaining, Future meeting dates, 900 day pool, Centrally Funded Committee Budgets, Bargaining Summary
Motion by:	Woodall – To accept the agenda as presented
Seconded by:	MacLeod
RESULT:	CARRIED

## 2: Previous Minutes

Discussion	Minutes were reviewed and accepted
Motion by:	Woodall – To accept the minutes as presented
Seconded by:	Lusty
RESULT:	CARRIED

## 3: Matters arising from minutes

Discussion	none
Motion by:	
Seconded by:	
RESULT:	

## Officer Reports

### 4: Chair Report

Discussion	Report presented by: Davis
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REPORT: **Provincial Labour Management (PLMC) Report**

The Provincial Labour Management Committee (PLMC) is scheduled to meet with the employer on October 1<sup>st</sup> and November 27<sup>th</sup> 2013. Meetings will continue to be scheduled for 2014 on a quarterly basis. The committee has been alternating the Regional Labour Management chairs through the seats on this committee to give them exposure at the senior management level and to also participate in the discussion with agenda items that they have forwarded up to this committee. An email will be going out to all Labour Management Chairs with the PLMC dates. We will also be requesting that their last set of approved minutes be sent to the PLMC.

Some of the items that we have been discussing were agreed upon at the bargaining table such as the posting of required overtime shifts, the posting of vacation planners and posting approved requests in the workplace, reasonable time frame to accept PVR (Permanent Vacancy Review) job offers, allowing Local Union representatives to meet with the new hires at the orientation sessions, discontinuing the expectation of employees to wear ties, the use of agency workers in logistics and the need to hire casuals. The parties also agreed to discuss the Union's concerns regarding job vacancies in the workplace as a standing item at the Local Labour Management meetings for the term of the Collective Agreement.

At the PLMC level we still have minutes outstanding that need to be approved and posted. It is apparent that getting the minutes approved and posted by the LCBO is a problem throughout the province and will need to be addressed.

The Division continues to work very hard on developing a positive resolution process with the employer through the Labour Management Committees. The goal is to approach problems on the level of "what is right" as opposed to "who is right" so that issues can be resolved quickly which in turn contributes to a better workplace for all.

**Employment Equity Committee**

The committee last met in January and was discussing the lack of accessible washrooms at 55 Lakeshore Head Office. Since then the washroom has been completed and was built to the proper standards and is in service now for people to use. Other items that have been discussed are the customer accessibility of the store cashier counter, the employer's policies and procedures, developing a joint statement of respect

similar to the OPSEU statement of respect, LCBO accommodation policies, setting up accommodation committees at the local level and including stewards at the accommodation meetings with employees. The Local representatives are entitled to attend. Presently the two year term for the two members at large on this committee is up and a call out for two members will go out soon.

### **Joint Job Evaluation Committee- Pay Equity Committee**

During bargaining the committee stepped down from meeting with the employer. At the present time the Committee has almost completed evaluation of the information that has been received. Since we now have a collective agreement the committee can focus on completing the necessary work. Negotiating a Pay Equity Plan is a lengthy process and as a commitment to keep members updated we have posted five Pay Equity Newsletters which can be found on the LCBO intranet, OPSEU's website and through newsletters circulated and posted in the workplace.

### **Collective Bargaining**

The agreement was reached within a few hours of the May 17 strike deadline and provided benefit and language improvements and for 200 more full-time jobs. The union also fought off a long list of concession demands which included a 4 year contract with zero wage increases, no wage progression on the grid, cuts to benefits and attendance credits among other items. The bargaining team fought hard to keep our collective agreement intact. All provisions of the new collective agreement (unless otherwise specified) came into effect on the date of ratification. This is covered under point (5) of the Memorandum of Agreement. The members ratified the new four year collective agreement on June 4<sup>th</sup> with an 83% acceptance.

### **Collective Agreement**

The Bargaining team along with the assistance of our Negotiator will be reviewing the language changes from this round of bargaining and will assist with having the new collective agreement printed and distributed as soon as possible.

### **Human Rights Application**

We still have the critical issue of the employer's overuse of casual workers. OPSEU continues to pursue this issue and filed a wage discrimination claim against the LCBO and the Ontario government

on May 10, 2013. The claim states that the LCBO has deliberately created a core workforce of mainly women who management classifies as ‘casuals’.

The parties had agreed during bargaining to meet within ninety (90) calendar days following ratification in an effort to resolve the complaint. A preliminary meeting was held on July 26<sup>th</sup>, 2013 to discuss the matter and both parties agreed to seek the assistance of a neutral third party to mediate the process before we meet again.

These meetings do not prohibit the Union from proceeding with its application to the Human Rights Tribunal of Ontario if no resolution is reached. We have been advised that we have a very strong legal case and if the issue can’t be resolved with the LCBO the Tribunal should find that the LCBO and the Ontario Government are violating the Ontario Human Rights Code and will order an end to the wage discrimination against women.

**LOA Scheduling meeting**

During bargaining it was agreed upon by both parties to meet within 60 days following ratification to discuss concerns regarding Article 6.4 (a) (iii), including double shift store scheduling issues. The parties met on July 22<sup>nd</sup>, 2013 and have scheduled a second meeting on September 9<sup>th</sup>, 2013 to continue discussions. At the present time the outstanding grievances have been temporarily adjourned to provide time for meaningful discussions.

Moved by: MacLeod – To accept report as presented

Seconded by: Woodall

RESULT: CARRIED

**5: Treasurers Report**

Discussion Report presented by: MacLeod

REPORT: Please see below a summary of all accounts under LBED control.

Divisional Dues LBED Account 1802980  
Statement Date April 30, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.57

Business Chequing	\$18,885.39
Membership Shares	\$25.00
Total Deposits	\$18,910.96

<b>Daily Interest Savings Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-13				\$0.57
	<b>CREDITS</b>			
<i>TOTAL CREDITS</i>				
	<b>DEBITS</b>			
<i>TOTAL DEBITS</i>				
Balance as of:				
30-Apr-13				<b>\$0.57</b>

<b>Business Chequing Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-13				\$12,441.30
	<b>CREDITS</b>			
26-Apr-13	Deposited Local 704		\$54.56	\$12,495.86
26-Apr-13	Deposited Local 5109		\$2,046.00	\$14,541.86
26-Apr-13	Deposited Local 288		\$2,434.74	\$16,976.60
26-Apr-13	Deposited Local 703		\$61.38	\$17,037.98
26-Apr-13	Deposited Local 376		\$2,380.18	\$19,418.16
<i>TOTAL CREDITS</i>			\$6,976.86	
	<b>DEBITS</b>			
02-Apr-13	Cheq #168 - T. Vyfschaft (Cell Phone)	\$114.11		\$19,304.05
	*Issued to cover expenses supplies (printer ink)			
04-Apr-13	Cheq #188 - T. Vyfschaft (Cell Phone)	\$123.17		\$19,180.88
	*Issued to cover expenses for Cell phone (Jan 2013)			
29-Apr-13	Cheq #169 - D. Davis (Supplies)	\$290.49		\$18,890.39
	*Issued to cover expenses for Cell phone (Mar-April 2013)			
30-Apr-13	Statement Fee	\$5.00		\$18,885.39

<i>TOTAL DEBITS</i>			\$532.77	
Balance as of: 30-Apr-13				<b>\$18,885.39</b>

**Divisional Dues LBED Account  
Statement Date**

1802980  
May 31, 2013

<b>SUMMARY OF DEPOSITS AND LOANS</b>	
Daily Interest Savings	\$0.57
Business Chequing	\$18,311.13
Membership Shares	\$25.00
<b>Total Deposits</b>	<b>\$18,336.70</b>

<b>Daily Interest Savings Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Apr-13				\$0.57
<b>CREDITS</b>				
<i>TOTAL CREDITS</i>				
<b>DEBITS</b>				
<i>TOTAL DEBITS</i>				
Balance as of: 31-May-13				<b>\$0.57</b>

<b>Business Chequing Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Apr-13				\$18,885.39
<b>CREDITS</b>				
<i>TOTAL CREDITS</i>				
\$0.00				
<b>DEBITS</b>				

17-May-13	Cheq #172 -D. Davis (Hotel)	\$263.85		\$18,621.54
	*Issued to cover expenses for single room accomodation			
23-May-13	Cheq #171 - T. Vyfschaft (Cell Phone)	\$107.41		\$18,514.13
	*Issued to cover expenses for Cell phone (Apr 2013)			
28-May-13	Cheq #170 - S. Lusty (Hotel)	\$198.00		\$18,316.13
	*Issued to cover expenses for shared room LBED Policy			
30-Apr-13	Statement Fee	\$5.00		\$18,311.13
<b>TOTAL DEBITS</b>		<b>\$574.26</b>		
Balance as of: 31-May-13				<b>\$18,311.13</b>

Divisional Dues LBED Account  
Statement Date

1802980  
June 30, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.57
Business Chequing	\$18,098.13
Membership Shares	\$25.00
<b>Total Deposits</b>	<b>\$18,123.70</b>

<b>Daily Interest Savings Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Apr-13				\$0.57
	<b>CREDITS</b>			
<b>TOTAL CREDITS</b>				
	<b>DEBITS</b>			
<b>TOTAL DEBITS</b>				
Balance as of: 30-Jun-13				<b>\$0.57</b>

<b>Business Chequing Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				
31-May-13				\$18,311.13
	<b>CREDITS</b>			
<i>TOTAL CREDITS</i>			\$0.00	
	<b>DEBITS</b>			
19-Jun-13	Cheq #173 -D. Vermue (Trustee)	\$208.00		\$18,103.13
	*Issued to cover expenses for trustee audit			
28-Jun-13	Statement Fee	\$5.00		\$18,098.13
<i>TOTAL DEBITS</i>		\$213.00		
Balance as of:				
30-Jun-13				<b>\$18,098.13</b>

LBED Members Saving Credit Union Account

1044470

Statement Date

March 31, 2013

<b>SUMMARY OF DEPOSITS AND LOANS</b>	
Daily Interest Savings	\$3,298.47
Business Chequing	\$891.89
Membership Shares	\$25.00
Total Deposits	\$4,215.36

<b>Daily Interest Savings Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				
28-Feb-13				\$3,295.55
	<b>CREDITS</b>			
31-Mar-13	Interest		\$2.92	
	<b>DEBITS</b>			



Balance as of:				
31-Mar-13				\$3,298.47

<b>Business Chequing Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				\$891.89
28-Feb-13				
<b>CREDITS</b>				
<b>DEBITS</b>				
Balance as of:				\$891.89
31-Mar-13				

OLBEU Retirees Club Account

1524790-1

March 31, 2013

<b>SUMMARY OF DEPOSITS AND LOANS</b>	
Daily Interest Savings	\$265.79
Business Chequing	\$6,736.96
Membership Shares	\$25.00
Patronage Shares	\$12.00
<b>Total Deposits</b>	<b>\$7,039.75</b>

<b>Daily Interest Savings Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward				\$265.59
31-Dec-12				
<b>CREDITS</b>				
30-Sep-12	Interest		\$0.20	\$265.79
<i>TOTAL CREDITS</i>			<i>\$0.20</i>	
<b>DEBITS</b>				

<i>TOTAL DEBITS</i>				
Balance as of: 31-Mar-13				<b>\$265.79</b>

<b>Business Chequing Account</b>		DEBITS	CREDITS	BALANCE
Balance Forward 31-Dec-12				
				\$6,736.96
<b>CREDITS</b>				
<i>TOTAL CREDITS</i>				
<b>DEBITS</b>				
<i>TOTAL DEBITS</i>				
Balance as of: 31-Mar-13				<b>\$6,736.96</b>

**900 DAY POOL**

The 900 day pool invoice is prepared by the LCBO according to the time off billed to Dept 858 of the LCBO. Currently the LCBO provides invoices approximately three (3) months after the member's time has been taken. Amounts below are after LBED review and flagged corrections have been returned by the employer.

Be advised these numbers are an estimation based on the date of this report and may be subject to change.

The amount of days charged to the 900 day pool in **Nov 2012** was **66.9125** days.  
 The amount of days charged to the 900 day pool in **Dec 2012** was **64.97** days.  
 The amount of days charged to the 900 day pool in **Jan 2013** was **40.469** days.  
 The amount of days charged to the 900 day pool in **Feb 2013** was **40.19** days.

Moved by:	VanZetten - To accept report as presented
Seconded by:	Woodall
RESULT:	CARRIED
<b>6: Vice Chair/Grievance Committee Report</b>	
Discussion	Report presented by: Trainor
REPORT:	The committee has not met since the Divisional elections. I have welcomed and introduced Val Patrick, Jean Chaykowsky and Tom Tangie, OPSEU staff involved with the committee to the new members, Adam Ly and Greg Wilson. Our first meeting is scheduled for August 27 and 28.

Moved by:	VanZetten - To accept report as presented
Seconded by:	Hadley
RESULT:	CARRIED
<b>Committee Reports</b>	
<b>7: Health and Safety Committee Report</b>	
Discussion	Report presented by: VanZetten
REPORT:	<p>I would like to take this time to congratulate Rob Mithrush on another term on the PHSC, and introduce Tammy Rogers, to the provincial Health and Safety Committee, as well take the time to say it was an honour and privilege to have worked with Lynn Graham in the past two years, and I know she will still be an advocate for Health and Safety Locally, Regionally and Provincially.</p> <p>The provincial Health and Safety has not yet meet with the employer. We have a scheduled meeting coming this fall.</p> <p>After BPS we started working on the proposals for the WHSC training for Cert Two, with thanks to our Health and Safety Staff Terri Aversa, LBED Negotiator Mirla Alvarado, and LBED Chair Denise Davis for all their assistance and guidance.</p> <p>Many old agenda items will be still items to discuss at the next PHSC meeting, as well as the New Language gained in bargaining.</p> <p>The committee is asking Local Presidents to forward the committee any feedback they receive from their Joint Health and Safety Committee persons. As we will be reviewing with the employer in June 2014 to make sure our Safety Training continues with the Worker's Health and Safety Center.</p> <p>Jennifer Van Zetten Chair Rob Mithrush Tammy Rogers</p>
Moved by:	Lusty - To accept report as presented
Seconded by:	MacLeod
RESULT:	CARRIED
<b>8: Education and Communications Committee Report</b>	
Discussion	Report presented by: Hadley
REPORT:	<p>The first Echo will be coming out early Sept. Staff vacations and incomplete committee contact information has created some delays.</p> <p>The first Echo will include: Chair's message, Bio's of Divisional Executive members, list of committee members and an 'Ask the Editor' introduction. Results of the BPS will also be included.</p>

	<p>A Neck Tie article encouraging members to submit photos of how they're using their ties. In addition, there will be an artist call-out for political cartoons. An Labour Day article could be submitted, depending on what photos we can get.</p> <p>Moving forward - Echo will feature blocks. Blocks are the same as a newspaper section such as: Sports Entertainment, Politics, etc. The Echo will have: Health and Safety, Grievance, Anti-Privatization as sections. If the Committee chair is unable to produce an article, we'll fill that block with an education piece. This should save some time and frustration when producing the Echo.</p> <p>Echo's release frequency will be every 2 months. Information that is too hot for OPSEU will be forwarded to local presidents via email.</p> <p>The 'Echo Live' project. I will investigate the costs associated with the production and see if we're even allowed to do it. Greg and Brenda will be consulted. I expect the costing for this project to be less than \$100, more than likely, completely free.</p> <p>I will attend Lesmill tomorrow on my own timeto have the access changed on the LBED Facebook and twitter accounts. The Twitter account will be changed from LCBO BARGAINING to LCBO WORKERS.</p> <p>Face-to-face committee meetings: Due to the geographic challenges, (Kenora, Sudbury) face-to-face meetings will be extremely taxing to the Education/Communication budget. This committee will have to communicate through email, phone and through piggy-backing off of centrally funded OPSEU events.</p>
<p>Moved by:</p> <p>Seconded by:</p> <p>RESULT:</p>	<p>Lusty - To accept report as presented</p> <p>Woodall</p> <p>CARRIED</p>
<p><b>9. Pension and Benefits Committee Report</b></p>	
<p>Discussion</p>	<p>Report presented by: Lusty</p>
<p>REPORT:</p>	<p>The Benefits Committee had 3 meetings in 2011, one dealing with the Accidental Death and Dismemberment insurance policy (ADD). We were able to get better coverage for the same rate. Second was a full Benefits meeting getting ready to head into Tendering GWL Great West Life. The third meeting was and EAP, Accommodation, Tendering meeting with the employer.</p> <p>Tendering took up a great deal of time in 2012, we had many meeting with the employer on Tendering, from a training session to interviewing the many companies that put in for the Tendering of our Benefits plan.</p> <p>The Tendering committee was made up of Kim McPherson (OPSEU Benefits) Donna Shea and Susan Lusty. On the employer side there was Mark Wagner, Lori Green and Connie Ferraro. We spent 3 full days going over the proposal that the insurance companies sent in. This was a great learning experience for the Benefits Committee. Tendering was completed and Manulife was awarded the contract effective Dec 1, 2012. There have been some concerns with Manulife not giving the same service as GWL and we need to have members provide us with documentation that they have been</p>

refused a service or product not being covered.

In May 2012 we started preparing for the upcoming Bargaining by going through the Collective Agreement to give recommendations to the Bargaining Team to take to the table.

The committee had a conference call in Sept. 2012 to go over the recommendations and rank them in priority for the Bargaining Team.

Meetings for the Benefits Committee will be waiting scheduling for the upcoming year.

Below are the Casual Benefits Statistics from the last few years.

We are waiting on EAP stats from the employer at this time.

### **Casual Benefits Stats:**

	<b>2013</b>	<b>2012</b>	<b>2011</b>
<b>Newly Qualified</b>	266	222	967
<b>Re-qualified</b>	709	694	
<b>Total Casuals Qualifying for Benefits</b>	975	916	967
<b>Didn't Re-qualify</b>	91	108	Unknown
<b>More than 1200 hours but less than 1300</b>	115	Unknown	
<b>Did not Re-qualify and had more than 1200 hours</b>	30		

### **Sick Credit Pool stats:**

#### **In 2012**

487 days were loaned to members

164 days were deposited into the pool because new people were hired and eligible, and in

**January 2013** 187 days were repaid to the pool

#### **The balance of the pool:**

Jan 2012 was 3,186.75 days

Jan 2013 was 3,021 days.

	<p>Dates have been set for the committee as of Sept. 18, 19<sup>th</sup> and then we will be meeting with the employer on Sept 20<sup>th</sup>.</p> <p>Still haven't received the numbers of EAP usage from Employer.</p> <p>Welcome to the committee and we look forward to the next 2 years of working together.</p>
Moved by:	MacLeod - To accept report as presented
Seconded by:	VanZetten
RESULT:	CARRIED
<b>10. Anti-Privatization Committee Report</b>	
Discussion	Report presented by: Woodall
REPORT:	<p><u>APRIL 2013</u></p> <p>The DivEx was presented with a proposal from the Anti-Privatization committee to have a report prepared by The Centre for Spatial Economics. This group can provide a review/report and estimate the economic consequences of alcohol distribution reform in Ontario. The proposed amount to the Anti-Privatization fund would be \$30,000 to have the report completed. This information could then be used politically with the Liberals and NDP to fight against Hudak's plan to privatize the LCBO.</p> <p>MOTION: Woodall, To allocate \$30,000 from the Anti-Privatization fund for a study to be conducted by The Centre for Spatial Economics on the consequences of alcohol reform in Ontario;  SECONDED: MacLeod  RESULT: CARRIED unanimously</p> <p><u>AUGUST 2013</u></p> <p>After much delay, The Centre for Spatial Economics who is the company hired to perform a research study on the review the Economic Consequences of Alcohol Distribution Reform in Ontario has now undertaken this study. The completion of this study has been targeted for mid-September. This study will look at the impact on the LCBO and The Beer Store if convenience stores are allowed to sell beer and wine.</p> <p>We have also asked President Thomas to contact the United Food and Commercial Works, the union which represents The Beer Store employees. The purpose of this meeting is to exchange ideas and have an open discussion on the current activities of the OCSA and their efforts to sell beer and wine in their stores.</p> <p>One of the objectives of our committee is to for form alliances with MADD, Ontario Chiefs of Police Association, Health Care Associations to speak out against the dangers of increased alcohol distribution on our social health care system, policing and the Ontario Economy.</p> <p>We are concerned with Couche Tards/Mac's anti – union tactics in Quebec and Norway as an evidence of them having no interest in providing good full time jobs to the people in Ontario. Instead Mac's/ Hudak are gleefully happy to ship away good paying jobs and our money out of the province to a notorious business owner. We may consider approaching the CSN, the union representing the</p>

workers in Quebec.

It is our hope to have further discussions with the SAQ Union and the Nova Scotia Liquor Commission Union. The Quebec and Nova Scotia systems have had increased pressure from convenience stores to increase more distribution through their stores. It is our hope that a meeting of NUPGE's Liquor Components could be held to discuss this matter.

The committee feels that there has been a shift in public opinion toward the retail workers of the LCBO. It became evident during bargaining that the mood of the public was not totally behind us. It is the committee's opinion that we should also conduct another research project to determine public opinion toward our retail members. It is our intent to explore a similar campaign which the Amalgamated Transit Union produced when the image of their members became questionable in the eyes of the citizens of Toronto.

Your Anti Privatization Committee.

Moved by: Lusty  
Seconded by: VanZetten  
RESULT: CARRIED

## On-going Business

### 15) PVR Meetings

Discussion JANUARY 2012  
PVR Meetings have been held in Central and Western region. Some trends that the Committee have noticed are casual transfers, union leave deductions as well as accommodation deductions. Locals were asked to forward any suspicious activity to Dave Holmes the LBED PVR Chair.

MARCH 2012  
Currently the PVR process is complete. Job offers have been made and inconsistencies have been identified across the province and are being investigated.

APRIL 2012  
Holmes may provide a report verbally to the LBED Caucus at Convention. Looking for ownership from Local Presidents in the PVR process. Locals are reminded to forward PVR issues to Dave Holmes for investigation. PVR jobs are posted by May 1, 2012.

JUNE 2012  
Currently policy grievances are being filed in their respective LCBO regions by the PVR Chair.

OCTOBER 2012  
Item will remain on agenda for ongoing updates on policy grievances.

FEBRUARY 2013  
Concerns were raised in determining how PVR will begin the review as the staff assigned is also assigned to negotiate the LBED agreement. OPSEU will investigate having another staff member

	assigned to assist with PVR.  <u>AUGUST 2013</u> Divisional Executive will follow up with Dave Holmes to get an update to PVR 2013.
Status	Open - ongoing
<b>16) Social media – LBED Bargaining Facebook/Twitter</b>	
Discussion	<u>FEBRUARY 2013</u> OSPEU is setting up a dedicated LBED Twitter and Facebook account that will be administered through staff. When negotiations are over the DivEx will determine the continuation of such social media.  <u>AUGUST 2013</u> The Committee will continue to monitor the Facebook and Twitter accounts. Social media will be used to update members and direct them to the existing OPSEU/LBED website.
Status	OPEN - ongoing
<b>New Business</b>	
<b>17. French Language Levels/Skills</b>	
Discussion	The Employer notified the Union during bargaining that the Office of Francophone Affairs has mandated that all FLS positions going forward will require Intermediate/Advanced level to qualify as an active offer under legislation.
Status	OPEN - ongoing
<b>18. Committee meetings resuming – PLMC, RLMC etc.</b>	
Discussion	The Regional (RLMC) and Provincial Labour Management (PLMC) committees are in the process of setting up dates for the 2013-2014 calendar year. PLMC will meet on October 1 <sup>st</sup> and November 27 <sup>th</sup> . Dates for all RLMC should be sent to other regions to encourage the sharing of information and co-ordination with agenda items.
Status	OPEN - ongoing
<b>19. Labour Management tool for activists</b>	
Discussion	Previous Education and Communications committee worked on a Labour Management tool for distribution to activists. This information will be shared with the new committee and sent out for distribution to Local Presidents and RLMC Chairs.
Status	OPEN - ongoing
<b>20. Orientation Kits</b>	
Discussion	The Employer will mail the OPSEU kits to new hires prior to their scheduled orientation when packages are ready. The OPSEU/LBED materials need to be copied in the OPSEU print shop, Mirra Alvarado is organizing this. An introductory letter is being developed and will be shared with the DivEx when ready and also put into the Orientation package. The DivEx discussed that some of the LCBO orientation meetings could have new hires from numerous locals and which local representative will attend as only one union member will attend. The Executive discussed implementation and some



	options could be to have the RLMC chairs designate rotational requirements and equal representation of all locals where this takes place. A list of the new hires and stores they are assigned to will be requested from the employer to assist with the implementation.
Status	OPEN - ongoing
21. Divisional Dues – Contacting Locals	
Discussion	Questions and discussion arose regarding contacting locals for Divisional Dues. Those Locals who are in arrears for 2011 will be sent a reminder next week. All Locals who have not remitted dues for 2012 will be reminded in late September. Locals are encouraged to contact the executive if arrangements need to be made to comply with the divisional by-law before the next Divisional meeting. Local Presidents are strongly advised to share the Divisional invoice with their Local Treasurer.
Status	OPEN - ongoing
22. Divisional Minutes 2013 and By Laws 2013	
Discussion	Alvarado advised the minutes are waiting for review. Minutes will be distributed to the Executive for verification and vetting. Once approved OPSEU Staff will make edits and submit to Audrey Williams for presentation to the President's Office.
Status	OPEN - ongoing
23. Status of Collective Agreement	
Discussion	A draft is currently being produced by OPSEU staff and the Employer. The Union and Employer will meet once a draft is ready for vetting.
Status	OPEN - ongoing
24. Status of Pay Equity	
Discussion	OPSEU Staff and Legal Counsel are currently on vacation and the staff supervisor will advise later this month on resuming the process.
Status	OPEN - ongoing
25. Health and Safety proposal	
Discussion	The committee emailed Logistic Local Presidents for feedback due to the type of work within the warehouses and unfortunately received no response. The Committee finalized the proposal with Terri Aversa, and Pat Striwe from the Workers Health and Safety Centre. The Proposals have been sent in to the LCBO and the committee is still waiting on a response. The letter of agreement stated that the Training Provider will be the Workers Health and Safety Centre until June 2014. At this time we will have a process in place to re-evaluate the training process with management. It is essential that all Locals take advantage of this fantastic opportunity while available.  *See attached OPSEU proposal and Minutes of Settlement from negotiations.
Status	OPEN - ongoing
26. Equity of mobilizers during bargaining	
Discussion	Concerns were raised with the Equity of casual mobilizers and bargaining team members. Casual mobilizers are integral to the success of bargaining and should be treated equally with respect to compensation. OPSEU policies will be reviewed.
Motion	To make a presentation to the Executive Board that casual mobilizers and casual bargaining team

	members be compensated for their duties to the maximum hours/week within their classification.
Moved	Woodall
Seconded	VanZetten
Status	CARRIED
27. Future dates	
Discussion	Next meeting to be held October 31 & Nov 1, 2013 via web conference & January 16 <sup>th</sup> & 17 <sup>th</sup> 2014. May 22 <sup>nd</sup> & 23 <sup>rd</sup> , 2014
Status	OPEN - ongoing
28. 900 day pool	
Discussion	There are some glaring discrepancies within the 900 day pool. Most Locals are using the pool accordingly while a small number continue to abuse this procedure. Various examples were presented to the Executive and will be investigated internally. <b>Locals will be sent a reminder that they must prepare a time off request for EACH and EVERY union time off request. If the proper documentation has not been received and the employer charges the Union, the cost of the time off will be billed back to the Local at 100 %. Union time off is for face to face meetings and union representatives should return to work after the meetings. If Locals send more than one Union representative, the second representative will not be covered out of the Pool of days. The second request should be put under 80/20 local time off request.</b> Again, if no time off request is received for the second person it will be charged at 100 % to the local.
Status	OPEN - ongoing
29. Committee Budgets	
Discussion	Staff negotiator will prepare centrally funded budgets for LBED Committees. Budgets are submitted to the supervisor in September and discussed at the Executive Board Meeting in November.
Status	OPEN - ongoing
30. Bargaining Summary	
Discussion	Luisa Quarta will provide the DivEx with the summary from the Bargaining De-Brief.
Status	OPEN - ongoing
<b>Adjournment</b>	
Moved by:	VanZetten
Seconded by:	Lusty
RESULT:	CARRIED @ 12:45 pm