

# LBED Divisional Executive Minutes

## Closed Items: April 10th, 2014

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
<b>16) Social media – LBED Bargaining Facebook/Twitter</b>	
Discussion	<p><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.</p> <p><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.</p> <p><u>NOVEMBER 2013</u> The Committee is continuing to monitor Facebook and post updates when required. Twitter will only be used to direct members to news articles or the OPSEU website.</p>
Status	CLOSED
<b>17. French Language Levels/Skills</b>	
Discussion	<p>The Employer notified the Union during bargaining that the Office of Francophone Affairs has mandated that all FLS positions going forward will require Advanced-Minus level to qualify as an active offer under legislation.</p> <p><u>NOVEMBER 2013</u> The FLS proficiency level has been changed from Intermediate Mid to Advanced Minus. A circular was distributed to communicate the change. Those employees currently in the position will not be retested at the Advanced minus level unless they apply for a promotion. The Employer will provide a copy of the circular distributed to the Union.</p> <p>The Employer will provide an updated list of FLS designated stores to the Union when available.</p>
Status	CLOSED
<b>18. Committee meetings resuming – PLMC, RLMC etc.</b>	

Discussion	<p>The Regional (RLMC) and Provincial Labour Management (PLMC) committees are in the process of setting up dates for the 2013-2014 calendar years. 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.</p> <p><u>NOVEMBER 2013</u></p> <p><b>Provincial Labour Management Committee (PLMC)</b></p> <p>The last meeting of the PLMC was on October 1, 2013. The committee continues to alternate 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.</p> <p>We have canvassed the eight Regional Labour Management Committee chairs for their scheduled dates so that a calendar can be put together. This calendar shows all dates scheduled by the Regional Committees and the PLMC and should assist them with scheduling their meetings before the PLMC meets in order to keep the flow of issues going to the top if necessary. The Regional Labour Management Chairs are encouraged to keep in contact with other labour chairs and share minutes.</p> <p>At the PLMC level we still have minutes outstanding that need to be approved and posted. A draft set of minutes is waiting for final approval and should be available over the next two weeks. The minutes will be posted in all work places and we will continue to email the minutes to local presidents so that they can have their personal copy for their records.</p> <p>Next meeting is November 27, 2013</p> <p><b>Employment Equity Committee</b></p> <p>The Committee has not had any further meetings this year and are waiting for further information from OPSEU before booking dates. Recently two new members were appointed to this committee and we would like to welcome Kelly Batchelor and Ruby Malik to this committee</p>
Status	CLOSED
19. Labour Management tool for activists	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u></p> <p>Tool was reviewed by the DivEx and sent to the Labour Chairs via email. Questions or concerns regarding the use of this document should be forwarded to Jeremy Trainor – Vice Chair.</p>
Status	CLOSED
20. Orientation Kits	
Discussion	<p>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, Mirla 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</p>

	<p>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.</p> <p><u>NOVEMBER 2013</u> Davis requested that Orientation time off not be denied as a result of the Employer providing dates with short notice to the Union. Going forward the LCBO District Assistants will contact Local Presidents when replacement kits are needed. To date LBED has engaged in 6 orientation meetings across the province.</p>
Status	CLOSED
26. Equity of mobilizers during bargaining	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u> This item is currently on hold and will be deferred for discussion to a future date.</p>
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	DEFERRED
29. Bargaining Summary	
Discussion	<p>Luisa Quarta will provide the DivEx with the summary from the Bargaining De-Brief.</p> <p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> During the Bargaining debrief many locals wanted to ensure the information was compiled and kept handy for the next round. The Bargaining Summary that was prepared by OPSEU was forwarded to Locals for reference and will be kept with the Divisional Secretary records.</p>
Status	CLOSED
31. OPSEU Joint Leadership conference – September 17, 2013	
Discussion	<p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> OPSEU's Joint Leadership Meeting brought together members of the Executive Board, MERC, CERC</p>

	<p>and Sector Chairs, as well as Senior Staff. The speakers included:</p> <ul style="list-style-type: none"> <li>• Olivia Chow, MP for Trinity-Spadina</li> <li>• Judy Duncan, Founder of ACORN Canada (an independent national organization of low and moderate income families); and</li> <li>• Derek Fudge, National Director of Policy Development with NUPGE</li> </ul> <p>This conference included a survey at the end and the results will be handed out with Convention kits later this year. For further updates please go to the minutes posted on the OPSEU website.</p> <p><a href="http://www.opseu.org/committees/equity/joint-leadership-meeting-2013.htm">http://www.opseu.org/committees/equity/joint-leadership-meeting-2013.htm</a></p>
Status	CLOSED
34. Echo Live	
Discussion	<p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> Updates will be included with Education and Communications report</p>
Status	CLOSED
36. Part-time Action Campaign	
Discussion	At this time it was advised by OPSEU to hold on any Local campaigns throughout the province. Local campaigns could interfere with the OHRC Application and other negotiations currently ongoing with the Employer. A possible province wide campaign is being discussed with Legal counsel and OPSEU.
Status	CLOSED
37. New Member Orientation meetings	
Discussion	<p>During bargaining we earned the right to meet with our new members at the LCBO orientation meetings for fifteen minutes. The Employer was advised to personally contact the appropriate Local Presidents who would represent the new hires ahead of time with dates and times so that they could attend the orientation meetings.</p> <p>If there are new members from various locals attending the same meeting only one local representative will attend as to who would attend would have to be worked out amongst the different local representatives. Only one representative will be covered by the pool of days for time off of work to attend the meeting and the time to travel back and forth, representatives are to return to work after this.</p> <p>The Divisional Executive were advised and Local Presidents were also advised in an email from myself that OPSEU has materials and information that can be used to put into Union orientations</p>

	packages and can be ordered through and picked up at your regional offices, this way allows all locals to have the opportunity to develop their own personalized packages. These packages can then be handed out to the new members at the meeting. OPSEU regional office staff and/or your staff reps can assist with this if you need assistance.
Status	CLOSED
24. Status of Pay Equity	
Discussion	<p>OPSEU Staff and Legal Counsel are currently on vacation and the staff supervisor will advise later this month on resuming the process.</p> <p><u>NOVEMBER 2013</u> The Pay Equity Committee continues to remain on hold at this time pending developments from the Human Rights Application.</p> <p><u>JANUARY 2014</u> Legal counsel is preparing a letter to notify the Employer of the status of Pay Equity. Members will be notified once the Employer receives the letter.</p> <p><u>APRIL 2014</u> Notice was sent to Local Presidents advising that Pay Equity is on hold pending the Human Rights Complaint filed during negotiations.</p>
Status	CLOSED
25. Health and Safety proposal	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u> The Committee indicated this item is ongoing and have no new updates at this time.</p> <p><u>JANUARY 2014</u> No new updates at this time.</p> <p><u>APRIL 2014</u> Had to cancel meeting in February with the Employer. March 7<sup>th</sup> meeting with the Employer spoke about psychosocial hazards.</p> <p>The Provincial Health and Safety Committee have been dealing with a number of issues with the employer, since 2013 Bargaining and the New Language around the The Worker's Health and Safety Center (WHSC) for JHSC training within the Collective Agreement (Letter of Agreement).</p>

The PHSC worked hard as a committee to propose modules that would benefit are members with the training through the WHSC, in which are employer never bothered to utilize our recommendations at all.

We have also proposed to the employer to create a Regional Structure (terms of reference: 3-tier system) which would include JHSC members to bring forward outstanding items to the respected Local Presidents to forward to the Regional Labor Management Chairs to be discussed Regionally and forwarded off to the PHSC if not resolved Regionally.

The LCBO frequently updates the committee on LCBO Projects, which include Cash Stations with conveyor belts hydraulic registers, and the feedback from the employees, in which this committee has NOT seen direct feedback from the employees that work in the stores which have the new hardware in the their stores.

The employer continues to tell us they are in the process of working on the Physical Demand Analysis for retail in which case they do not have and are struggling to identify the demands as they say each store would be different in work levels.

Stores with asbestos: The Union has given the employer our position on C and D stores managers and their role as JHSC persons as the C and D store managers are part of the bargaining Unit they will NOT be the Co-Chair for Management as they do NOT have the right to hire fire and discipline, however they can be the rep on the worker side as they are covered under the Occupational Health and Safety Act to supervise a workplace (OHSA).

We have been working with the employer and with many years the employer has finally been sending Notices 51 &52 (as per the OHSA) to the Union. The committee would like to urge all local presidents and or designee to make sure those notices are being received locally to the JHSC and H&S Reps within their respected stores as well.

Other agenda items include: Instruction and Training which is law by July 2014, Emergency procedures, transporting injured worker, psychological Health & Safety in the workplace including workloads, work pace, lack of staff, and overall psychosocial demands adding to workplace stressors.

As a committee we have worked hard to pressure the employer for signing off minutes so they could be posted up on the OPSEU website for or members. This committee has made great strides to having minutes signed off in a very quick and efficient manner.

This committee has addressed and repeatedly told the employer with much dismay they needed to email MOL orders a head of the Committee meetings. The employer has been finally complying with the Union side and forwarding us all orders, work refusals, and critical injuries prior to the meetings.

Our goals moving forward are simple. We need to keep on the employer about the Letter of Agreement and the language we successfully gained. We need to make sure the that we are creating a Regional Structure that will be the three- tier system as the RLM committees/

We will also be working on creating or own PDA (physical demand analysis ) as we are the workers in the workplace and who knows better than the members when it comes to our job description.

Ensuring all stores with asbestos and those with 20 plus members including fixed term are forming JHSC within their workplaces to insure section 51 and 52 are being sent to the reps within the stores.

Status	CLOSED
38. LBED Convention Caucus	
Discussion	<p>The Division discussed plans for the LBED Caucus such as room size, time and date. . Details need to be worked out with OPSEU before confirming with Locals. OPSEU convention is on May 8, 9 and 10<sup>th</sup>.</p> <p><u>APRIL 2014</u> Convention LBED Caucus – May 8<sup>th</sup>, 2014 @ 12 noon.</p>
Status	CLOSED
Discussion	
Status	