



LBED Divisional Executive Minutes

Divisional Executive Meeting
February 4th, 2013
Coopers Ave OPSEU Office
OPSEU Head Office Lesmill

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| Attendees | Denise Davis, Chair Tracy Vyfschaft, Vice Chair Colleen MacLeod, Secretary/Treasurer Jennifer VanZetten, Health and Safety Committee Chair Susan Lusty, Pension & Benefits Committee Chair Felicia Fahey, 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

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| Discussion | One item added to the agenda |
| Motion by: | Lusty |
| Seconded by: | Woodall |
| RESULT: | CARRIED |

2: Previous Minutes

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| Discussion | Reviewed by email and sent to locals. |
| Motion by: | |
| Seconded by: | |
| RESULT: | |

3: Matters arising from minutes

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| Discussion | none |
| Response | |
| Motion by: | |
| Seconded by: | |
| RESULT: | |

Officer Reports

4: Chair Report

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| Discussion | Report presented by: Davis |
| REPORT: | <u>Employment Equity Committee</u> |

The committee had their last meeting on November 23, 2012. One of the open items that continue to be discussed is the Accessibility for Ontarians with Disabilities Act (AODA) which was passed by the government of Ontario in 2005.

The integrated Accessibility Standards Regulations (IASR) under the AODA required that effective January 1, 2013, the LCBO establish, implement, maintain and document a multi-year accessibility plan which outlines the organization's strategy to prevent and remove barriers for persons with disabilities and to meet its requirement under the IASR.

In accordance with the requirement set out in the IASR and effective January 1, 2013, the LCBO has posted publically on the www.lcbo.com website the "LCBO Multi Year Accessibility Plan (9 pages) and the "LCBO Accessibility Policy-Statement of Organization commitment (2 pages). An "Accessibility" tab has been added to the footer of the websites www.lcbo.com and www.vintages.com to communicate the LCBO's accessible customer service policy including related procedures and guidelines.

The committee was informed that over the next year the LCBO will begin training every employee on the Integrated Accessibility Standards Regulations (IASR) and Ontario Human Rights Code as it relates to disability, as required by the AODA. Training targets dates are for January 1, 2014 or sooner.

Statement of respect- the committee proposed that the OPSEU statement of respect be used in all workplaces. It has been forwarded to the LCBO Human Resource department specifically Gayle Fisher., Senior Vice President of Human Resources.

Pin pad reader cords- a notice will be sent to the Retail division to ensure that pin pad cords should be extendable to accommodate accessibility issues.

Addressing customer aisles widths- the employer will follow up with Store

Development and Design to determine general project plans for addressing aisles widths, counter heights, signage regarding AODA and accessibility in LCBO stores.

The committee questioned what Educational programs are delivered to new employees at the orientation which are pertinent to this Committee. The courses are as follows:

- Code of Business Conduct - 30 minutes
- Accessibility Standards for Customer Service – 30 minutes
- Workplace Discrimination and Harassment / Human Rights – 90 minutes
- Preventing Racial Profiling – 45 minutes
- Violence Prevention / Bill 168 – 75 minutes

A total of approximately 4-1/2 hours is dedicated to programs that are pertinent to this Committee. There will be no changes to the WDHP/HRHP and PRP training material. WVP/Bill 168 training material is noted as in need of updating and this is within the scope of the Corporate Safety Department. It was noted that the “Matter of Respect” video is a project on the books for updating of training material.

Pay Equity Committee

Pay Equity Negotiations continue with the LCBO. The committee continues to review the outstanding job classes from the Retail Division. The remaining meeting dates for this month are February 6-9, 19-22nd.

Provincial Labour-Management Committee (PLMC) meetings

The PLMC met on November 8, 2012. The committee continued to discuss outstanding action items such as French Languages Services (FLS), the opportunity for Union representatives to attend orientation meetings, dates, times and locations and a list of attendees. LBED/OPSEU decal decide where

they will be located. Discussions continued regarding the fact that Acting Managers should not perform work that is regularly done by bargaining unit employees. Further discussions took place on how to improve the communication to employees and how to do this successfully and paid preparation time for Product Consultants when attending seminars (this particular item has been grieved therefore cannot be discussed at this table). At the present time we are waiting for the employer to approve minutes from the March, June and September 2012 Provincial Labour-Management meetings. All minutes will be sent out to all workplaces and emailed to all Local Presidents as soon as they are approved.

No future meetings were arranged as the Committee advised the employer that the Union would be serving the LCBO a notice to bargain in the New Year. The notice to bargain was served on January 4, 2013.

Bargaining 2013

Since the Final Demand set meeting we have had a day of action to mobilize our members on December 10, 2012. This was a very successful event which gave us an opportunity to discuss and hand out postcards to the public regarding the Anniversary of the Universal Declaration of Human Rights and information regarding Tim Hudak's dangerous and reckless message regarding privatizing the LCBO.

On January 4, 2013 the employer was given the official notice to bargain. Since then the Bargaining team continues to meet to draft the Union's proposal document and will meet the Employer on February 13-15 for face to face bargaining.

At the forefront OPSEU campaigns department have been and will continue to arrange regular conference calls throughout bargaining to organize mobilizing actions and plans.

In the month of February Local Presidents are putting out the call for General Membership meetings to be set up in order to share information with LBED members. With the assistance of the Campaigns group materials are being developed and after they receive approval will be delivered to the Local Executives to use at their meetings. This information will assist with getting people informed and involved in the bargaining process.

Moved by: Woodall

Seconded by: VanZetten

RESULT: CARRIED

5: Treasurers Report

Discussion Report presented by: MacLeod

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

LBED Divisional Dues Credit Union Account - Sept 30, 2012

Summary

| | |
|------------------------|--------------------|
| Daily Interest Savings | \$7,682.31 |
| Business Chequing | \$4,753.43 |
| Membership Shares | \$ 25.00 |
| Total: | \$12,460.74 |

Business Chequing Account

Balance forward as of July 31, 2012 \$5,214.51

| | |
|-----------------------------------|----------|
| Credits | \$ 0.00 |
| Debits *Cheq # 159 – T. Vyfschaft | \$97.81 |
| Debits *Cheq # 161 – T. Vyfschaft | \$208.38 |
| Debits *Cheq # 166 – T. Vyfschaft | \$57.00 |
| Debits *Cheq # 162 – T. Vyfschaft | \$95.49 |
| Debits *Service Charge | \$ 2.40 |

Balance as of Sept 30, 2012 \$4,753.43

*Cheque # 159 was issued to cover expenses for May Vice Chair cell phone
 *Cheque # 161 was issued to cover expenses for June & July Vice Chair cell phone

*Cheque # 166 was issued to cover expenses for Officer’s meeting in Oshawa
 *Cheque # 162 was issued to cover expenses for Aug Vice Chair cell phone

Daily Interest Savings Account

| | | |
|-------------------------------|-------------------|-------------------|
| Balance forward June 30, 2012 | | \$7,679.32 |
| Credits | *Sept 30 Interest | \$2.99 |
| Debits | | \$0.00 |
| Balance as of Sept 30, 2012 | | <u>\$7,682.31</u> |

LBED Divisional Dues Credit Union Account - October 31, 2012

Summary

| | |
|------------------------|--------------------|
| Daily Interest Savings | \$ 0.00 |
| Business Chequing | \$14,255.76 |
| Membership Shares | \$ 25.00 |
| Total: | \$14,280.76 |

Business Chequing Account

| | | |
|-------------------------------------|-------------------------------|--------------------|
| Balance forward as of Sept 30, 2012 | | <u>\$4,753.43</u> |
| Debits | *Cheq # 167 – C. MacLeod | \$84.50 |
| Debits | *Cheq # 163 – D. Davis | \$60.00 |
| Debits | *Cheq # 164 – D. Davis | \$1,718.36 |
| Debits | *Cheq # 165 – D. Davis | \$6.90 |
| Debits | *Cheq # 182 – C. MacLeod | \$217.50 |
| Debits | *Cheq #160 - J. Trainor | \$72.00 |
| Debits | *Service Charge | \$3.60 |
| Credit | *Deposit | \$3,982.88 |
| Credit | *Transfer from Daily Interest | \$7,682.31 |
| Balance as of Oct 30, 2012 | | <u>\$14,255.76</u> |

*Cheque # 167 was issued to cover expenses for Officer's meeting in Oshawa
*Cheque # 163 was issued to cover expenses for Officer's meeting in Oshawa
*Cheque # 164 was issued to cover expenses for Treasurer's Laptop/Software/Warranty
*Cheque # 165 was issued to cover expenses for Divisional postal stamps
*Cheque # 182 was issued to cover expenses for Invoice meetings @ 55 Lakeshore
*Cheque # 160 was issued to cover expenses for E&C meeting April 2012.

Daily Interest Savings Account

| | | |
|-------------------------------|--|-----------|
| Balance forward Sept 30, 2012 | | \$7682.31 |
|-------------------------------|--|-----------|

| | | |
|----------------------------|-----------|---------------|
| Credits | \$0.00 | |
| Debits | \$7682.31 | |
| Balance as of Oct 31, 2012 | | <u>\$0.00</u> |

LBED Divisional Dues Credit Union Account – November 30th, 2012

Summary

| | |
|------------------------|--------------------|
| Daily Interest Savings | \$ 0.00 |
| Business Chequing | \$13,263.33 |
| Membership Shares | \$25.00 |
| Total: | \$13,288.33 |

Business Chequing Account

| | | |
|------------------------------------|-------------------------------|--------------------|
| Balance forward as of Oct 31, 2012 | | <u>\$14,255.76</u> |
| | Debits *Cheq # 181 – D. Davis | \$196.36 |
| | Debits *Cheq # 183 – F. Fahey | \$796.07 |
| Balance as of Nov 30, 2012 | | <u>\$13,263.33</u> |

*Cheque # 181 was issued to cover expenses for Leger books/Ink/Supplies
 *Cheque # 183 was issued to cover expenses for Education and Communications meeting.

Daily Interest Savings Account

| | | |
|------------------------------|--------|---------------|
| Balance forward Oct 31, 2012 | | \$0.00 |
| Credits | \$0.00 | |
| Debits | \$0.00 | |
| Balance as of Nov 30, 2012 | | <u>\$0.00</u> |

LBED Credit Union Account – September 30, 2012

Summary

| | |
|------------------------|-------------------|
| Daily Interest Savings | \$4,188.04 |
| Business Chequing | -\$ 0.60 |
| Membership Shares | \$25.00 |
| Total: | \$4,212.44 |

Business Chequing Account

Balance forward as of June 30, 2012 \$215.09

Debits *Cheq #8 Hardship Sept 28 \$215.09

Debits *Service Charge Sept 30 \$0.60

Balance as of Sept 30, 2012 -\$0.60

*Cheque #8 was issued to help a member in need who applied through the LBED Emergency Assistance Fund.

Daily Interest Savings Account

Balance forward June 30, 2012 \$4,184.88

Credits \$3.16

Balance as of Sept 30, 2012 \$4,188.04

LBED Credit Union Account – October 31, 2012

Summary

Daily Interest Savings \$4,187.44

Business Chequing \$ 0.00

Membership Shares \$ 25.00

Total: **\$4,212.44**

Business Chequing Account

Balance forward as of June 30, 2012 -\$0.60

Credit *Auto transfer from Daily Interest \$0.60

Balance as of Oct 31, 2012 \$0.00

*Cheq #8 was issued to help a member in need who applied through the LBED Emergency Assistance Fund.

Daily Interest Savings Account

Balance forward June 30, 2012 \$4,188.04

Debit *Auto Transfer to Business \$0.60

Balance as of Sept 30, 2012 \$4,187.44

OLBEU Retirees Club - September 30, 2011

Summary

| | |
|------------------------|-------------------|
| Business Chequing | \$6,736.96 |
| Daily Interest Savings | \$ 265.19 |
| Membership Shares | \$ 25.00 |
| Patronage Shares | \$ 12.00 |
| Total: | \$7,039.15 |

Business Chequing Account

Balance forward as of Sept 30, 2011 \$6,736.96

| | |
|---------|----------|
| Credits | \$0.60 |
| Debits | \$215.09 |

Balance as of Sept 30, 2011 \$6,736.96

Daily Interest Savings Account

Balance forward Mar 31, 2011 \$264.99

| | | |
|---------|------------------------|--------|
| Credits | Interest Sept 30, 2011 | \$0.20 |
| Debits | | \$0.00 |

Balance as of Sept 30, 2011 \$265.19

OLBEU Retirees Club - September 30, 2012

Summary

| | |
|------------------------|-------------------|
| Daily Interest Savings | \$265.59 |
| Business Chequing | \$6,736.96 |
| Platinum Savings | \$0.00 |
| Membership Shares | \$25.00 |
| Patronage Shares | \$12.00 |
| Total: | \$7,039.55 |

Business Chequing Account

| | | | |
|---|--|---------|------------------------|
| | Balance forward as of Mar 31, 2012 | | \$ <u>6,736.96</u> |
| | | Credits | \$0.00 |
| | | Debits | \$0.00 |
| | Balance as of Sept 30, 2012 | | \$ <u>6,736.96</u> |
| | <u>Daily Interest Savings Account</u> | | |
| | Balance forward Mar 31, 2012 | | \$265.39 |
| | | Credits | Interest Sept 30, 2011 |
| | | Debits | \$0.20 |
| | | | \$0.00 |
| | Balance as of Sept 30, 2012 | | \$ <u>265.59</u> |
| | 900 DAY POOL | | |
| | <p>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.</p> <p>Be advised these numbers are an estimation based on the date of this report and may be subject to change.</p> <p>The amount of days charged to the 900 day pool in June 2012 was 57.375 days. The amount of days charged to the 900 day pool in July 2012 was 48.844 days. The amount of days charged to the 900 day pool in Aug 2012 was 55.7875 days. The amount of days charged to the 900 day pool in Sept 2012 was 57.86 days. The amount of days charged to the 900 day pool in Oct 2012 was 67.985 days.</p> | | |
| Moved by: | Davis | | |
| Seconded by: | Vyfschaft | | |
| RESULT: | CARRIED | | |
| 6: Vice Chair/Grievance Committee Report | | | |
| Discussion | Report presented by: Vyfschaft | | |
| REPORT: | <p>The composition of the Grievance Committee (GC), has changed. Staff Representative Tom Tangie, who is assigned to the Oshawa Regional Office has joined the Committee. Other Staff assigned to the Committee are,</p> | | |

Grievance Officer, Val Patrick and Grievance Officer, Jean Chaykowsky.
The elected members of the Committee are: Chair, Tracy Vyfschaft, , non-retail member, Jeremy Trainor, and retail member, Shawn Swayze.

The GC Committee has proven to be very effective. Along with grievance file reviews, it is a forum to discuss Contract interpretation, and Arbitration awards. Flowing from these discussions the Committee has identified some concerns with the employer's interpretation of some existing language. The Committee also identified the need for new language. The GC submitted recommendations for the 2013 Final Demand Set process.
Some recently reviewed Arbitration cases of note are:

GSB#2010-0383 OPSEU (Thompson) and the Crown in Right of Ontario (Liquor Control Board of Ontario)

This Arbitration award resulted from a member who had lodged a series of grievances contesting Family Status, Racial Discrimination and Failure to Accommodate based on Disability. The case is now a major precedent, as it summarized the state of the law regarding Family Status. This award cites other cases dealing with discrimination based on family status: Power Stream Inc. and International Brotherhood of Electrical Workers (2209), ONA v. Orillia Soldiers Memorial Hospital (1999), Power Stream and Campbell River. This award can be found on the CanLii website.

GSB#2618/91, 2619/91, OLBEU (Parker/Union Grievance) and the Crown in Right of Ontario (Liquor Control Board of Ontario)

This case provided an application of "Local Conditions", and is the leading case which drew the defining line when a dispute arises. This is a must read. This award should be used by Stewards, to determine if the employer is citing Local Conditions, out of context and scope.
This award can be found on the OPSEU website under Member Services, Grievances, LBED Grievance Awards Database.

**Rheem Canada Ltd. and U.S.W. (Loftman)(Re) 111 C.L.A.S. 292
2012 CLB 19097**

This decision addresses discipline flowing from Bill 168.
Exerts from this award:

Bill 168 defines "workplace harassment" and "workplace violence". The Bill 168 amendments of the Occupational Health and Safety Act have changed the law of the workplace in a significant way. Violence can be prevented if employers, supervisors, and workers, seriously heed signs of danger, communicate clearly, and act with clarity when risk is identified. Section 32.0.5 (1), the pre-existing employer duties, supervisor duties and worker duties set out in sections 25, 27, and 28 respectively, are made applicable to workplace violence. The award goes onto examine, what is the appropriate penalty in the circumstances? It states that after the Bill 168 amendments to the OHSA, it remains good law that discipline must be determined on the facts of each case. It would be a mistake for any employer to assume the Bill 168

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| | <p>amendments make termination automatic or necessary if the misconduct amounts to workplace violence. This award can be found on Canlii, 51437 (ON LA)</p> <p>A standing agenda item at each committee meeting is Grievance file review. Individual and group grievances are reviewed. The information in the file is examined to determine whether a particular grievance will be referred to the Mediation-Arbitration process (found in the Collective Agreement), scheduled for Arbitration or withdrawn. Clear, precise and legible notes, Facts, Argument and Resolution (FAR) in a grievance file will help to ensure that a grievance is understood by all.</p> |
| Moved by: | Woodall |
| Seconded by: | MacLeod |
| RESULT: | CARRIED |
| Committee Reports | |
| 7: Health and Safety Committee Report | |
| Discussion | Report presented by: VanZetten |
| REPORT: | <p>The PHSC meet on Jan. 31. 2012</p> <p>The Union has become aware of the lack of compliance with (Bill 168) 32.1.0.a</p> <p>Risk Assessment: They are to be updated annually and again work specific and they are NOT in compliance. They have also not been in compliance when there has been risk of violence and harassment within the workplaces, in which case the assessment should be revised immediately. <u>So our employer is:</u></p> <p><u>Management :</u> NOIDING our members on different Health and Safety issues around 32.1.a and let it been NOTED the Union in NO way stands behind the employer in fact if our members are being NOIDED on these issue we suggest the MOL is called in.</p> <p>The committee again made note of the Workplace Audits that took place in April and May; with knowledge of this we asked them if the report was given to the Health and Safety Reps and our committee persons. With much dismay the employer looked oblivious to our request and said only certain stores were audit. The Union requested an updated list of stores that were audited. Again the Union told them they would be in violation of the OHSA and advised them to post all findings to the Audit within the respected workplaces. The employer noted what came from the Extreme Store Task Force. The NEW Health and Safety Procedures that have and are been rolled since Sept 2012 with the first four and then the last four within the month of Feb. Again when the employer has denied for months that an Audit was performed, produced an Audit report, without the knowledge of the safety Reps in the workplace.</p> <p>The employer agreed with the previous committee to issue a letter regarding</p> |

forming committees in workplaces where asbestos, a designated substance, is present. The employer and Union have signed off and agreed to the format of the letter; however the requirements still have not been implemented in the stores and that the employer is stalling. The committee was very clear that the employer is not in compliance with the Occupational Health and Safety Act in this matter. The letter is to go out and committees are to be formed. Health and Safety Reps must have the proper information and education on Asbestos within their workplaces. **So we are asking that all Locals with stores that contain asbestos put in recommendations at the store level to form a committee with minutes. The MOL has been issuing orders for the employer to be in compliance with the OHSA.**

LCBO Workplace Inspection Forms -These Reports are to be completed and inspected from the Health and Safety Reps, and are not to be altered ,modified or deleted in anyway. The Union also advised the employer that this is the report of the Health and Safety Rep and our committee persons and that they have the ability to decide when the inspection will be performed and not to be timed lined for when it is convenient for the employer. **For example it is NOT up to the manager to designate when the Health and Safety Report is completed. It is also not up to the employer to deem to do it on the day where things seem acceptable!! Please remember the H&S Rep our committee person has the right to put in recommendations our address an issue on a daily basis NOT just monthly!!**

This is within the Occupation Health and Safety Act. **If management is in anyway altering the report prior to handing it in and posting, what the committee is suggesting is to copy your original report and fax over to designee when completed.**

Biological Hazards in the workplace- LCBO said there is Universal precautions discussed in the previous Safety Blitz; currently use gloves, mop and then disposal; third party used in some cases. Procedures are part of orientation pkg. on website. LCBO to review Retail Operations Manual & report back to committee on policies and procedures and what is happening within the stores. Union asks for gloves at tills to be mandatory; and more training for store designate. Again the employer went out and put on the safety Blitz about the Biological Hazards. **Let us remind you this is NOT the intention of the Union to have our members clean any blood or bodily fluids and if you are forced to do so and feel uncomfortable you are within your rights to refuse to do so.**

The Union requested an update on how they are going to roll out the training for BILL 160 and the employer: **stated it was in the stages of looking at what other ministries are doing and they are working on what would benefit everyone, the Union stated again that this should be Work Specific and that training should always be about the workplace and not something that comes from a corporate initiative.**

The Union became aware it`s piloted in the Oshawa area and not only one

stores however it was two stores. And that a new protégé is being drawn up and the employer is aware of the issues that have aroused with the two that have been put into the two stores in Oshawa.

Again the Union was not made aware of the NEW protégé of the cash registers until we inquired about the notes that were to be handed over to the Union as promised.

As this item has been a long standing item on the PHSC as we have asked for ergonomic correct registers' for many years.

We will be waiting for the comments to come from the members in the location to see their perception as well.

NEW:

LCBO is aware & reviewing newly released voluntary CSA standards on Psychological H&S. Currently LCBO has a Health & Wellness program along with EAP and engagement survey. LCBO will look at how results can be forwarded to committee.

Union has toolkit available to aid in rollout including PowerPoint presentation

NEW:

LCBO is updating Retail Health and Safety procedures manual with the New Policy on Safety Shoes.

The Union recommended that ALL employees in Stores with PLE equipment be entitled and to wear the safety footwear in order to encourage job rotation. In which the EXTREME STORE TASK FORCE AUDITED... Again this is a management team, and does not involve anyone from the UNION.

We questioned the concerns of the members in which they are told they needed only to wear Black. The employer asked for details and Union provided the employer with store numbers and district managers as this was a surprise to them.

The PHSC meets again on March 5-6th we have requested to add to the agenda a presentation on Psychosocial behaviors introduced in September as a voluntary workplace initiative, we have still not received confirmation on adding this to the agenda as we presented it during the meeting on Jan.31st. This could be an amazing thing the employer could engage in, however seems like the employer as always stalls and builds the bridges between employee and employer initiatives if it doesn't suit their needs.

Moved by: Lusty

Seconded by: Davis

RESULT: CARRIED

8: Education and Communications Committee Report

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| Discussion | Report presented by: Fahey | | | | | | |
| REPORT: | <p>In Attendance</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Felicia Fahey, Chair</td> <td style="width: 50%;">Craig Hadley</td> </tr> <tr> <td>Jeremy Trainor</td> <td></td> </tr> <tr> <td>Randy Robinson</td> <td>Brenda Wall</td> </tr> </table> <hr/> <p>1) CALL TO ORDER: 10:00 AM</p> <p>2) ADOPTION OF AGENDA: agenda approved as is</p> <p>3) OLD BUSINESS:</p> <ul style="list-style-type: none"> • MOL Tool – Info ready. Send to Divex and Education Department for approval, look over. <p>4) NEW BUSINESS:</p> <ul style="list-style-type: none"> • December 10th Rallies <ul style="list-style-type: none"> ➤ Plan is to hold information day on December 10th and have all members to wear buttons in the workplace ➤ Rallies throughout the province to have public fill out postcards as ballots in regards to “equal pay for equal work” ➤ Separate postcard for the members in regards to number of jobs, number of stores working at, hours working, hours commuting ➤ Possible have coffee truck to get public to engage in discussion ➤ Need to book off mobilizers or local presidents the week before, maybe use 900 day pool or local 80/20 to get out message to wear button on the 10th and get members to fill out postcards ➤ This event can start off the first bargaining bulletin. ➤ Need photos of event ➤ Set up so members can fill out card online • Echo Issue 46 <ul style="list-style-type: none"> ➤ Want out by mid-November ➤ Brenda to work on Final Demand Setting Article, Dec. 10th event, H and S article from Brendan about the safety at Christmas in warehouses issue. | Felicia Fahey, Chair | Craig Hadley | Jeremy Trainor | | Randy Robinson | Brenda Wall |
| Felicia Fahey, Chair | Craig Hadley | | | | | | |
| Jeremy Trainor | | | | | | | |
| Randy Robinson | Brenda Wall | | | | | | |

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| | <ul style="list-style-type: none"> ➤ Chairs Message ➤ Jeremy to contact and work with Tracey on Article 50 ➤ Craig blood money, asbestos, article in regards to the exchange article ➤ Felicia call out about ay equity committee, pvr update, bargaining update. • PVR Manual <ul style="list-style-type: none"> ➤ DivEx would like us to work with Dave Holmes to come up with a PVR Manual ➤ Wanted done when Allan Johnson was chair but never came about ➤ Purpose is to have something in place for future chairs of the PVR Committee to use as guidelines <p>5) Adjournment: 3:00pm</p> |
| <p>Moved by:</p> <p>Seconded by:</p> <p>RESULT:</p> | <p>Vyfschaft</p> <p>Woodall</p> <p>CARRIED</p> |
| <p>9. Pension and Benefits Committee Report</p> | |
| <p>Discussion</p> | <p>Report presented by: Lusty</p> |
| <p>REPORT:</p> | <p>The Benefits committee hasn't met since we finished the tendering of the Insurance Company.</p> <p>The transition for the Insurance Company is still ongoing. All members should have received their new prescription card in the mail, if anyone hasn't please let the Benefits Dept. know. There hasn't seemed to be too many issues with the transfer of companies yet. A few questions from members if our benefits have stayed the same, I just remind them that our benefits are bargained so they stay the same until such time as bargaining changes them.</p> <p>One issue we have heard about from Manulife is that they don't do direct submit for Orthotics, this has become a big issue for insurance companies with fraud. We haven't had any members call about this problem yet.</p> <p>The new booklets from Manulife are being printed by them and will be distributed to all members. The online service for Manulife is useable and forms can be found there and submitted.</p> <p>We are waiting for the casual benefits to be totaled and given to the committee. When this is completed we will be meeting with the employer.</p> <p>Cheri Hearty is the new OPSEU Benefits person who will be working with the</p> |

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| | committee and she will be taking over the Sick Credit Pool. |
| | Susan Lusty Chair Benefits and Pensions |
| Moved by: | VanZetten |
| Seconded by: | Davis |
| RESULT: | CARRIED |
| 10. Anti-Privatization Committee Report | |
| Discussion | Report presented by: Woodall |
| REPORT: | <p>Our Committee held a meeting on January 16th and 17th to discuss the current issues of the Privatization of the LCBO and the possibility of convenience stores selling beer and wine. This issue has become a widely discussed platform of the Hudak Progressive Conservatives and has received a lot of press.</p> <p>Our committee strongly feels that this topic has gained momentum in the public. This has been substantiated by the Liberal Government's announcement of LCBO Express Stores and Vintage Boutiques. We also feel that when a provincial election is called it may become an election issue. We want to be proactive rather than reactive.</p> <p>We started off the meeting with a visit by Heino Nielsen, who provided information as to how we should proceed in a campaign during a bargaining year. This discussion lasted for about 1 hour.</p> <p>Luisa Quarta and Greg Hamara were also present for our meeting. Our committee expressed concerns and that we should have some type of campaign concept ready. This campaign would not be launched until the threat materialized and became concrete.</p> <p>Our Committee, also felt that we should start to reach out to allies and explorer their concerns. This would also help us to create some strategies. We identified several groups that we would like to speak to. These are identified below.</p> <ol style="list-style-type: none"> 1) MADD 2) Students Against Drunk Drivers 3) Ontario Police Chiefs Association 4) Craft Brewers Association 5) Public Health Organizations <p>We also felt that the UFCW Canada should be contacted; this union represents the Beer Store workers. The Progressive Conservatives have also taken issue with this channel of distribution and expressed reforming it. Our Committee would like to know what the UFCW is thinking about beer and</p> |

wine sales through convenience stores. Also if they are planning to do anything as their member's jobs are in jeopardy. There may be an opportunity to have a joint cost sharing venture as we did with the Society of Professional Engineers.

Greg Hamara also suggested that we may want to employ the Centre for Spatial Economics. This company provides economic modelling, forecasting and analyses capabilities. We may want to look at the impact of convenience stores selling beer and wine on our members and the LCBO. We have always said that we may lose members, but we have not quantified it.

Moved by: Lusty

Seconded by: VanZetten

RESULT: CARRIED

On-going Business

a) 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.

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.

Status: Open - ongoing

b) ECHO Layout

Discussion

MARCH 2012

Letter from Heino Neilson regarding OPSEU staff regaining control over the ECHO layout. The committee fought hard to gain control over the layout and design of the ECHO. In the past the committee experienced many delays with respect to publishing the final document. The committee has concerns that the ECHO could possibly be delayed due to OPSEU Staff assignments.

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| | <p><u>JUNE 2012</u> The Committee will continue with the current layout until the scheduled meeting with Heino Neilson the week after Convention 2012.</p> <p><u>OCTOBER 2012</u> Committee is disappointed with email from OPSEU regarding layout of the ECHO. Refer to report included. The committee will set up a meeting with Heino Neilson to discuss concerns.</p> <p><u>FEBRUARY 2013</u> Committee has a few articles pending for publication. Currently working on the MOL tool, LMC Form and a PVR manual for local distribution. DivEx discussed time off needed for the completion of the PVR manual in order to work with the PVR Chair. Budgeting for this task is a concern as it is not centrally funded. Fahey will meet with Emily Visser at OSPEU to discuss Social media concerns raised by the DivEx.</p> |
| Status | CLOSED |
| c) LBED Committee Budgets | |
| Discussion | <p><u>JUNE 2012</u> Staff presented the revised LBED budget allocation based on the decrease from Convention 2012. All committee chairs are to work with their assigned staff representative to ensure they are using a tracking method to remain within the OPSEU budgets presented.</p> <p><u>OCTOBER 2012</u> Alvarado has sent out OPSEU centrally funded committee budgets to respective chairs of their committees for review. Concerns from the Executive were noted and edits pending. A budget for PVR was requested from OSPEU as this committee is centrally funded.</p> <p><u>FEBRUARY 2013</u> Budgets for centrally financed committees will be presented to the Convention floor. All budgets are reviewed by the Executive Board and passed prior to presentation.</p> |
| Status | CLOSED |
| d) Bargaining Bulletins | |
| Discussion | <p><u>JUNE 2012</u> Bargaining slogan and when bulletins will begin. The elected negotiating committee with staff support will begin the process of creating a slogan in the fall. Bargaining Bulletins will be produced by OPSEU Staff working with the negotiator and the bargaining team.</p> <p><u>OCTOBER 2012</u> OPSEU Campaigns officer Brenda Wall provided an update regarding the</p> |

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| | <p>development of a campaign for 2013 Bargaining. Concerns were raised by the Executive with respect to the budget presented by OPSEU for mobilizers. A conference call will be arranged with the Executive and the Bargaining Team to discuss further options and campaign ideas. Final Demand results from locals will be available Oct 17, 2012 for the Executive and Bargaining Team to review.</p> <p><u>FEBRUARY 2013</u> Concerns were discussed as the ECHO will stop publication and Bargaining Bulletins will be released until the completion of negotiations. Staff assigned to the ECHO will be working with the Bargaining Team and will not be available to continue on the ECHO throughout negotiations. Any pending articles can be sent out to locals through the Secretary Treasurer until negotiations are complete.</p> |
| Status | CLOSED |
| e) Sick Credit Pool | |
| Discussion | <p><u>JUNE 2012</u> Delays and complications arise when the OPSEU staff person assigned to oversee the sick credit pool is on vacation or ill. Training needs to be provided to assist when OPSEU Staff are not available.</p> <p><u>OCTOBER 2012</u> The committee continues to work with OPSEU to have staff trained to deal with the sick credit pool. OPSEU will advise when a staff member has been assigned.</p> <p><u>FEBRUARY 2013</u> Cheri Hearty is the new OSPEU Staff assigned to oversee the Sick Credit Pool</p> |
| Status | CLOSED |
| f) New cash stations | |
| Discussion | <p>New automatic conveyor cash stations are being piloted throughout the province. Members are asked to provide feedback to the Union when using this new equipment. Please forward comments and concerns to the Provincial Health and Safety committee.</p> <p><u>FEBRUARY 2013</u> Refer to H&S report above</p> |
| Status | CLOSED |
| g) LBED Bylaw review | |
| Discussion | <p>The Executive discussed future by-law review and suggested amendments for consideration.</p> <p><u>FEBRUARY 2013</u> Review of document sent from Lauri Chapman at OPSEU. Dates for LBED By</p> |

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| | Law Review May 7 & 8 pending LBED bargaining. |
| Status | Open - ongoing |
| h) Divisional committee meetings during bargaining | |
| Discussion | <p>Committees that meet face to face with the employer will be required to stand down once notice to bargain has been filed. Questions were raised whether the Executive, Education Communications and Privatization would still meet during bargaining as they do not meet face to face. Further investigation and discussion are required.</p> <p><u>FEBRUARY 2013</u> Further concerns were raised as committees that do not meet face to face would like to continue business. Many of the staff assigned to LBED committees have also been assigned to bargaining support. It is unlikely these committees will be able to continue to meet without the assigned staff available.</p> |
| Status | Open - ongoing |
| i) Remembrance Day memo | |
| Discussion | <p>A memo needs to be developed to forward to Local Presidents outlining what rate of pay will be applied on Sunday Nov 11, 2012. The Employer issued a notice early in the year outlining pay for holidays in 2012 and will re-issue to worksites for further clarification. The Grievance Committee has been asked to work with OPSEU staff to develop a memo for circulation.</p> <p><u>FEBRUARY 2013</u> Memo sent.</p> |
| Status | CLOSED |
| New Business | |
| 1. BPS Conference | |
| Discussion | <p><u>FEBRUARY 2013</u> OPSEU has presented the Division with various educational components that are available on Saturday during the BPS. These components are optional depending on Divisional activity. The Div Ex decided that due to the By Law review and the time needed for elections that adding educations to the agenda would not be effective.</p> |
| Status | CLOSED |
| 2. BPS All Chairs Meeting | |
| Discussion | <p><u>FEBRUARY 2013</u> The next meeting date falls during scheduled bargaining dates. Lusty is the next highest ranking Div Ex member and will attend in the chairs absence.</p> |
| Status | CLOSED |
| 3. OPSEU Convention LBED caucus date/time | |

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| Discussion | <u>FEBRUARY 2013</u> Caucus for LBED at Convention is April 25th, 2013 @ 6pm. |
| Status | CLOSED |
| 4. Social media – LBED Bargaining facebook/twitter | |
| 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. |
| Status | Open - ongoing |
| 5. Letters home to members – Article 26.3 | |
| Discussion | <u>FEBRUARY 2013</u> A local agreement has been suggested by the Durham warehouse to deal with NOID's being mailed home to members. Div Ex recognises inconsistent practices with the delivery of NOID's across the province. Local agreements are not recognised as they have far reaching effects on all members across the province and not just a particular local or group of members. Alvarado will respond to the Local on behalf of the bargaining agent. |
| Status | Open - ongoing |
| 6. Executive Board concerns | |
| Discussion | <u>FEBRUARY 2013</u> The Div Ex discussed various concerns raised by the OPSEU Executive Board. The Divisional officers will investigate for further clarity. |
| Status | Open - ongoing |
| Adjournment | |
| Moved by: | MacLeod |
| Seconded by: | Fahey |
| RESULT: | CARRIED |