

LBED Divisional Executive Minutes

Divisional Executive Meeting
January 16th & 17th, 2014
Cooper's OPSEU 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
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Call to order 9:30 AM.

1: Adoption of Agenda

Discussion	Woodall added Integrity shoppers to the agenda
Motion by:	Woodall – To accept agenda with amendments
Seconded by:	VanZetten
RESULT:	CARRIED

2: Previous Minutes

Discussion	Minutes were reviewed via email, approved by the DivEx and sent to Locals prior to meeting.
Motion by:	Woodall – To accept 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
REPORT:	<u>Provincial Labour Management Committee (PLMC)</u> <u>Standing members- Denise Davis, Jeremy Trainor and Colleen MacLeod</u>

The last meeting of the PLMC was on November 27, 2013. The committee continues to alternate the Regional Labour Management Chairs through the three of the six seats on this committee to give them exposure to the LCBO Senior Management level and to also participate in the discussions of the agenda items that they have forwarded up to this committee.

The outstanding PLMC minutes were finally approved and we have been advised that they were sent out to all workplaces on December 15th and are to be posted in a common visible area for members to read. As usual this is not always the case therefore we would appreciate it if you could canvass your members in your local to see if the workplaces do indeed have them posted. **If they aren't posted please send me a list so that I can look into it.** Also, the minutes were forwarded to all Local Presidents and are posted on our LBED page on the OPSEU website.

As you will notice in the minutes we still have outstanding open items that we continue to discuss and continue to seek resolution. Once they are resolved they will go on the resolved item list and then closed.

We have been canvassing the eight Regional Labour Management Committee chairs for their scheduled labour/management dates in order to put a calendar together. As dates have been sent in they have been put in the calendar below. This information will assist the Local Presidents with a time frame to send their agenda items in and the Regional Labour Management Chairs to schedule their regional meetings just before the PLMC meets. This information should help keep the flow of information moving up to the next level. Ideally it is much more effective if the issue can be dealt with at the source which in turn benefits the members because the issue is solved immediately but there are times that the issues do need to be sent to a higher level for resolution.

It continues to be important that the Regional Labour Management Chairs maintain contact with other Labour Management Chairs, exchange their minutes and to also contact Local Presidents for labour relations issues in their areas.

<u>2013</u> Labour/Management meetings	<u>Committee</u>	<u>Date</u>	<u>Chair</u>
September	Ottawa Warehouse	September 19	Clint Skakun
	Central Region	September 20	Mike Garner
	Northern Region	September 24	Anne Makela
	Western Region	September 24	Robin Reath
October	PLMC	October 1	Denise Davis

	Durham Warehouse	October 22	Jeremy Trainor
November	PLMC	November 27	Denise Davis
December			
<u>2014</u> Labour/Management meetings	<u>Committee</u>	<u>Date</u>	<u>Chair</u>
January	Central Region	January 16	Mike Garner
February	PLMC	February 26	Denise Davis
March			
April			
May			
June	PLMC	June 4	Denise Davis
July			
August			
September	PLMC	September 11	Denise Davis
October			
November	PLMC	November 5	Denise Davis
December			

Employment Equity Committee- No Change

The committee has not met with the employer and are waiting for further information regarding funding from OPSEU before booking dates. The committee consists of Denise Davis, Kelly Batchelor and Ruby Malik.

Status of collective agreement- in draft form pending finalization

Our efforts continue to finalize a printed collective agreement. Numerous draft versions of the new collective agreement have been proofread by both parties and at the present time we are waiting for the employer to respond back. Once a final copy is produced and approved by both parties we will be meeting with the employer to sign off and distribution should take place shortly after this.

Human Rights Application

The parties continue to explore possible solutions to resolve the Human Rights complaint issue. Failing a successful resolution the matter will continue in the formal process before the Human Rights Tribunal of Ontario where we are currently waiting for scheduled dates. Our next meeting with the employer is on February 5, 2014. The representatives for OPSEU/LBED are Steve Nield, Mirla Alvarado, Jeremy Trainor and Denise Davis. Both parties have agreed to use Gerry Lee as the neutral third party to assist us with the mediation of this process.

Employer's new dress code policy-last update

Saturday December 21, 2014

Good afternoon LBED Local Presidents and highest ranking member in LBED composite locals.

As you will know, the employer had announced changes in the Department Policy respecting attire in the Stores. The Union does not disagree that it is important for all employees to be readily identified as LCBO employees and that we have a professional presentation. However, some of the changes they announced would cause hardship to many Members and so the Union filed a Policy Grievance.

On December 12th this dispute was heard at the Grievance Settlement Board before a Vice Chair of the Board. At this time we outlined our concerns. The employer did not agree with all of our views. However, through the Arbitrator, we were able to secure a number of key changes to the Policy. Please see as follows.

The requirement for all employees to wear only black trousers will not be put into effect until March 1, 2014, giving all members two or more months to ensure they can comply.

According to the intended changes, no one would be allowed to wear a sweater if it was not purchased from the "crazyladies" website. We insisted this must be amended and it has been. Employees will continue to be able to wear their own sweaters but which may be either dark navy blue, or black; and similar in style and fit with those that can otherwise be purchased from the website. (Of course, LCBO Identification must still be worn).

The employer had sought a total ban on wearing any garments beneath the issued shirt. Instead, they have now agreed that employees may wear a white t-shirt so long as the sleeves of such undergarment does not extend beyond the sleeve length of the issued shirts. (Note that we could not get them to agree to "turtleneck" type of wear and the Arbitrator could not see a problem with this middle ground).

The requirement that footwear be black will also not be enforced until March 1, 2014. For those required to wear safety footwear and who have purchased non-black safety shoes within the past year, the employer will pay for the replacement footwear to the usual \$150 limit in the Agreement. (For example, if someone had purchased safety shoes in August 2013 and would not normally be eligible for reimbursement of new shoes until next August, these will be reimbursed and a new twelve month time period will begin.)

The Union realizes that there will be changes. However, we could not overcome the argument that it is in all of our interests to present professionally and in consistent fashion across the Province. We believe that, in face of the case law that exists, we have won the changes to the Policy that we could.

There will be a formal Award issued by the Arbitrator in the next few weeks which confirms this Policy as being “reasonable” and within the Management Rights, but your leadership wanted to let you know the changes we have won now, rather than waiting until the new year for the formal release of the Arbitrators Award.

Please forward this information to your Local Executive and Members. This update will be posted on the LBED face book page.

This message was sent on behalf of Jeremy Trainor (LBED Vice Chair), Val Patrick (OPSEU Grievance Officer) and Denise Davis (Chair of LBED

In Solidarity,

Denise Davis
Chair of the Liquor Board Employees Division
(c) (905)767-6867

Orientation meetings

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.

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.**

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 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.

Moved by: VanZetten– To accept report as presented

Seconded by: Lusty

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

October 31, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.57
Business Chequing	\$25,049.31
Membership Shares	\$25.00
Total Deposits	\$25,074.88

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-13				\$0.57
Balance as of:				
31-Oct-13				\$0.57

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-13				\$25,565.78
18-Oct-13	Cheq #190 -D. Davis (Accom/Supplies)	\$511.47		\$25,054.31
	*To cover expenses to attend OPSEU Board Meeting/Supplies			
31-Oct-13	Statement Fee	\$5.00		\$25,049.31

<i>TOTALS</i>		\$516.47	\$0.00
Balance as of:			
31-Oct-13			\$25,049.31

Divisional Dues LBED Account
Statement Date

1802980
November 30, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.57
Business Chequing	\$25,044.31
Membership Shares	\$25.00
Total Deposits	\$25,069.88

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Oct-13				\$0.57
Balance as of:				
30-Nov-13				\$0.57

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Oct-13				\$25,049.31
29-Nov-13	Statement Fee	\$5.00		\$25,044.31
<i>TOTALS</i>		\$5.00	\$0.00	
Balance as of:				
30-Nov-13				\$25,044.31

Divisional Dues LBED Account
Statement Date

1802980
December 31, 2013

SUMMARY OF DEPOSITS AND LOANS

Daily Interest Savings	\$0.57
Business Chequing	\$25,039.31
Membership Shares	\$25.00
Total Deposits	\$25,064.88

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Nov-13				\$0.57
Balance as of:				
31-Dec-13				\$0.57

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Nov-13				\$25,044.31
31-Dec-13	Statement Fee	\$5.00		\$25,039.31
<i>TOTALS</i>		\$5.00	\$0.00	
Balance as of:				
31-Dec-13				\$25,039.31

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 **Sept 2013** was **65.406**days.

There are issues with the new RUL forms sent out by OPSEU. The division was not included in the development of this new procedure and was not asked for input. OPSEU staff contacted the employer to implement this new process. The division made it clear to OPSEU that staff is not to be approving time billed to the 900 day pool. A separate form was sent to OPSEU negotiator Mirla Alvarado in November to have the pool separated from the OPSEU RUL. To date this has not been completed.

	<p>Since the new process has been rolled out the Divisional Secretary is not being copied on all requests which make it difficult to reconcile the pool. The Employer is currently three months behind on invoices. September 2013 invoices were sent December 2013.</p> <p>We continue to discuss how to use the OLBEU Retirees Fund which currently contains \$7039.95. Bill Husky was contacted by Denise Davis for suggestions.</p>																				
Moved by:	Woodall- To accept report as presented																				
Seconded by:	Lusty																				
RESULT:	CARRIED																				
6: Vice Chair/Grievance Committee Report																					
Discussion	Report presented by: Trainor																				
REPORT:	<p>The committee met on November 14/15 since the last report. Our next meeting is scheduled for January 22/23 with other meetings scheduled for March 6/7, May 14/15, June 26/27. As of October 17 there are 737 grievances that are at stage 4. The committee has dealt with a single appeal.</p> <p><u>Terms of Reference</u></p> <p>The Grievance Committee's Terms of Reference are complete and will be sent to the Chair for review and approval.</p> <p><u>Grievance Review Form</u></p> <p>The Grievance Review Form has been sent to Local Presidents. The Committee has not met since it was distributed and we are awaiting the first submission using it.</p> <p><u>Med Arb Dates</u></p> <p>Dates have been scheduled for the year. The dates and areas are:</p> <table border="0"> <tr> <td>Feb 3/4</td> <td>Ottawa Whse</td> </tr> <tr> <td>Mar 4/5</td> <td>London Whse</td> </tr> <tr> <td>April 8/9</td> <td>Ottawa Whse</td> </tr> <tr> <td>April 23/24</td> <td>Durham Whse</td> </tr> <tr> <td>May 5/6</td> <td>Northern Region</td> </tr> <tr> <td>May 12/13</td> <td>Eastern Region</td> </tr> <tr> <td>June 3/4</td> <td>Western Region</td> </tr> <tr> <td>July 16/17</td> <td>Central Region</td> </tr> <tr> <td>Sept 10/11</td> <td>Head Office</td> </tr> <tr> <td>Sept 16/17</td> <td>Northern Region</td> </tr> </table>	Feb 3/4	Ottawa Whse	Mar 4/5	London Whse	April 8/9	Ottawa Whse	April 23/24	Durham Whse	May 5/6	Northern Region	May 12/13	Eastern Region	June 3/4	Western Region	July 16/17	Central Region	Sept 10/11	Head Office	Sept 16/17	Northern Region
Feb 3/4	Ottawa Whse																				
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May 12/13	Eastern Region																				
June 3/4	Western Region																				
July 16/17	Central Region																				
Sept 10/11	Head Office																				
Sept 16/17	Northern Region																				

Oct 8/9 London Whse
Oct 20/21 Ottawa Whse
Nov 18/19 Eastern Region
Dec 2/3 Western Region

Key Grievances

Bargaining Unit Work

The Committee reviewed the remainder of the BU work grievances in November, totaling nearly 100 grievances and has determined that the grievance out of local 286 is the best to take forward to arbitration. No date has been set yet.

Agency Worker Policy Grievance

The grievance was filed out of the Ottawa Warehouse. It has been sent to outside counsel in the Ottawa area. We are still waiting for a date.

Saturday Scheduling Grievance

The grievance comes out of the Peterborough area and is scheduled for March 19, 2014.

Store Openings/Postings

We are currently waiting on a language proposal from the LCBO that would also include additional job postings.

Deportment Policy

The grievance was heard on December 12, 2013. It was heard in front of Joseph Carrier. For the Union, Val Patrick, Denise Davis and I attended. After a long day of discussion with the arbitrator, our counsel and ourselves and several days to reflection and weighing of the information and what could be gained at arbitration we agreed to a consent order from the arbitrator. A communication has been sent out to the local presidents and has been posted on the Divisional Facebook page. In short the members must wear black shoes, trousers and dark navy/black sweaters, with the enforcement of the shoes and trousers being March 1st, 2014.

We could not overcome that the LCBO has the right to have a deportment policy. We fought off the need to purchase sweaters from the LCBO website and pushed back the enforcement date to March 1st from January 1st. This will give members time to purchase items away from the holiday season and at prices that they can choose. This will be something to keep in mind for the next round of bargaining.

Moved by: Lusty- To accept report as presented

Seconded by:	VanZetten
RESULT:	CARRIED
Committee Reports	
7: Health and Safety Committee Report	
Discussion	Report presented by: VanZetten
REPORT:	<p>The PHSC has not meet since Nov, 2013..</p> <p>Since the last meeting the LCBO has provided training to some of our members in which caused us to have some concerns so the Union sent out a letter to the employer. (Please see attached letter sent to the employer). Many issues and concerns from the members are still arising about the department on safety shoes. However this was addressed at arbitration with the chair and vice chair. Many issues on workload issues continues to arise and back to work accommodations.. The PHSC meets Feb 7 2014. And we look forward to discussing not only the Union's position on the Cert Training also many issues still left on the PHSC agenda ...</p> <p>I look forward to my report after the next two meetings with the employer to see if we can close off some of the outstanding items.</p> <p>In Solidarity Jennifer Van Zetten PHSC Chair LBED</p> <p>January 14,2014 Mr. Wayne Zachar Director, Human Relations Liquor Control Board of Ontario 5 5 Lakeshore Boulevard East Toronto, Ontario M5E 1A4</p> <p>Subject: OPSEU concerns, Certification training October 22,23, 24,2013.</p> <p>Dear Mr. Zachar :</p> <p>OPSEU is writing to express our concerns about the small room size and disruptiveattendance at the October 22, 23, and 24, 2013 health and safety certification training(Part 2) held at LCBO head office.</p> <p>As you know, OPSEU and the LCBO agreed in the recent round of bargaining that healthand safety certification training would be provided by the Workers Health and Safety Centre until June 30, 2014. We are disappointed that less than 40 people have been trained since our agreement in May 2013.</p> <p>However, we have two concerns particular to the Part 2 training held October 22, 23, and 24, 2013. We raise them in the hopes that the issues can be rectified in time for the next training being planned now for February 2014.</p> <p>The room at LCBO head office booked for the training was too small toadequately accommodate. 20 trainees. We would ask that this room not be usedagain for sessions having 20 people. Could LCBO either plan for a</p>

	<p>larger room or we would like to offer our Membership Centre at 31 Wellesley (across from Wellesley subway) which can comfortably hold 20 trainees. People were arriving late to the 09:00 class because they were flying in that morning. They were coming directly from the airport with bags and all. Some arrived as late as 10:00 am. And on the last day (where the day was to end at 2:00) people wanted to leave by noon to catch flights. This was disruptive to what was already a shortened program. The WHSC already condenses the training for the LCBO's Part 2 program. The course includes two 6-hour days and one 4-hour day. OPSEU would ask that people arrive the night before if necessary in order to attend the entire training at LCBO head office.</p> <p>The LCBO could also consider holding certification in varying locations across the province rather than just the LCBO head office. Indeed, LCBO, OPSEU, and the WHSC have offices across Ontario. Between us we can find appropriate space at no/or minimal cost to hold sessions around the province. Not only would this prevent people from having to fly in, but OPSEU believes that this might help ensure that more people can be put through Part 2 of training pursuant to our Letter of Understanding. These matters undermine the quality and value of the training that the parties committed to. We look forward to hearing your response to our concerns and we hope that by communicating about them, that we can prevent disruptions for the next round of training.</p> <p>Yours truly,</p> <p>Steve Nield Supervisor, LBED</p> <p>SN : bh</p> <p>C.C. Terri Aversa, OPSEU Health and Safety Officer Alkarim Kanji, LCBO, Manager, Corporate Safety</p>
Moved by:	Woodall- To accept report as presented
Seconded by:	Hadley
RESULT:	CARRIED
8: Education and Communications Committee Report	
Discussion	Report presented by: Hadley
REPORT:	<p>A holiday edition of the Echo went out Mid-December. Content was limited, as a number of stories were holding due to department negotiations and its pending outcome.</p> <p>The next Echo will be released in February. Included in this Echo:</p> <ol style="list-style-type: none"> 1. Chair's Message 2. Ask the Editor 3. Department Explanation 4. Moral/employer "name your award" article 5. Request for casual stories for the Human Rights complaint (on hold) 6. 'Did You Know?', possible tax credit for uniforms. (Denise researching) 7. Possible Grievance article 8. Manulife issue – Susan is working on it. 9. Article on new Negotiator for our division. <p>Deadline for Div-Ex to submit is Feb 17th.</p>

	<p>Release on Feb 24th.</p> <p>Submission deadline April 17th April 24th Release date</p> <p>Echo Live. Issue have arisen regarding resources. The next attempt will be made for the next in-person divisional meeting. I'd like to have the video shown at our caucus meeting at Convention before it goes live on YouTube.</p> <p>Social Media report. Social media engagement is up and patterns are consistent with previous reports. The department response hit a record 1500 views.</p> <p>'Ask the Editor' has had 7 responses, 6 department questions and 1 health and safety question.</p> <p>Craig Hadley On behalf of the Committee</p>
Moved by:	Lusty- To accept report as presented
Seconded by:	Trainor
RESULT:	CARRIED
9. Pension and Benefits Committee Report	
Discussion	Report presented by: Lusty
REPORT:	<p>We haven't met since last DIVEX meeting but have a meeting scheduled for Feb 25-26, 2014. We will be meeting with the employer as the JIBRC on the afternoon of the 26th. We have requested for Manulife to be present at the meeting so we can go over issues arising with members' claims and when the booklet will be ready.</p> <p>If members are having issues with claims the committee needs documentation to prove there are issues. These can be emailed to the committee members or Cheri Hearty at OPSEU.</p> <p>There are still a lot of issues with orthotics being covered as this has become a huge fraud item with insurance companies. We will be discussing this with Manulife in more detail.</p> <p>We are waiting on Casual Benefits numbers and hope to have them by the meeting Feb 25th.</p> <p>OPTrust is having information meetings throughout the province in the next few months, you can check their website to see where the meetings are located these are free to attend.</p> <p>Susan Lusty Chair</p>
Moved by:	VanZetten- To accept report as presented
Seconded by:	Trainor
RESULT:	CARRIED
10. Anti-Privatization Committee Report	

Discussion	Report presented by: Woodall
REPORT:	<p>We have had a temporary replacement for Brenda Wall our Campaigns Officer. Her replacement is Sheila Keenan. I have spoken with Sheila and would like to schedule a meeting for the week of January 27th, 2014. The purpose of the meeting is to discuss the current campaign proposal to set up time lines for the various stages.</p> <p>I am waiting for one of our committee members to identify those MPP's we should be targeting in our lobbying stage.</p> <p>We have met with MADD, UFCW, TTC and CAMH. Our committee has also asked that we meet with Arrive Alive, OSSTF and Students Against Drunk Driving in our efforts to forge a coalition. We are waiting for meeting dates.</p> <p>The OCSA has shifted their focus to The Beer Store. The OCSA has made an issue that they are foreign owned and that distribution should move into the 21st Century.</p> <p>Our committee will be meeting in the later part of February to firm up our campaign strategy.</p> <p>Rick Woodall Chair Anti-Privatization Committee</p>

Moved by:	Lusty– To accept report as presented
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Seconded by:	MacLeod
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RESULT:	CARRIED
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On-going Business

15) PVR Meetings

Discussion	<p><u>JANUARY 2012</u> 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.</p> <p><u>MARCH 2012</u> Currently the PVR process is complete. Job offers have been made and inconsistencies have been identified across the province and are being investigated.</p> <p><u>APRIL 2012</u> 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.</p> <p><u>JUNE 2012</u> Currently policy grievances are being filed in their respective LCBO regions by the PVR Chair.</p> <p><u>OCTOBER 2012</u> Item will remain on agenda for ongoing updates on policy grievances.</p>
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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.

AUGUST 2013

Divisional Executive will follow up with Dave Holmes to get an update to PVR 2013.

NOVEMBER 2013

2012 PVR UPDATE

RETAIL DIVISION

- Western Region Retail- 19 jobs created, posted and filled
- (challenges still outstanding)

- Central Region Retail- 20 jobs created, posted and filled
- (challenges still outstanding)

- Northern Region Retail- 12 jobs created, posted and filled
- (challenges still outstanding)

- Eastern Region Retail- 22 jobs created, posted and filled

LOGISTICS

- London Warehouse- 28 jobs created, posted and filled

- Ottawa Warehouse- 8 jobs created, posted and filled
- (still reviewing paperwork)

- Toronto Warehouse- 0

- Thunder Bay Warehouse- 0

HEAD OFFICE

- Toronto Head Office- 0

Unfortunately, the employer is using Pvr to fill the 3 clerks positions at both London and Ottawa. As well, they are using pvr to fill Toronto warehouse transfers and grievance settlements. This issue is being discussed, but if not settled in our favour, will be grieved.

The discussions continue with senior Management with regards to the large number of challenges put forward in retail as well. If there is no resolution, grievances will be filed.

In Solidarity,

	<p>Dave Holmes PVR Chair. davesholme@gmail.com</p> <p><u>JANUARY 2014</u> The PVR Committee is working with Val Patrick of the OPSEU Grievance Department regarding outstanding challenges.</p>
Status	Open - ongoing
21. Divisional Dues – Contacting Locals	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u> This item will continue on the agenda as a standing item for updates. List is being revised and will be emailed to DivEx for review. 25 of 42 locals have submitted payment for 2011 11 of 42 have submitted payment for 2012. Invoices for 2013 will be sent to Locals in January 2014.</p> <p><u>JANUARY 2014</u> Updated list was sent to the Divisional Executive. Currently waiting on OPSEU Member services to provide final local numbers as of December 31, 2013. Invoices for 2013 should be sent to locals by March 2014.</p>
Status	OPEN - ongoing
22. Divisional Minutes 2013 and ByLaws 2013	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u> DivEx members are currently reviewing the minutes and have noted a few discrepancies. Items will be flagged for revision. Once revised minutes and by-law changes are submitted to the President's office for approval. The DivEx is concerned with the amount of discussion not captured in the minutes and suggested our Divisional meeting be recorded by video or audio to avoid issues surrounding discussion.</p> <p><u>JANUARY 2014</u> Steve Nield advised the minutes are currently outstanding. He will follow up for a completion date. LBED By-Laws are pending final vetting by Alvarado and will be sent to Audrey Williams. Steve Nield to follow up with Alvarado.</p>

Status	OPEN - ongoing
23. Status of Collective Agreement	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u> Draft copies of the Collective Agreement were sent to all Bargaining Team (BT) members for review. Each BT member is required to review and identify errors, omissions or concerns and send back to Kelly White at OPSEU Head Office. The BT has chosen a royal blue for the color of the agreement.</p> <p><u>JANUARY 2014</u> Alvarado will continue to see the Collective Agreement review to completion. Alvarado currently on leave and Nield will update the DivEx on the status as soon as possible.</p>
Status	OPEN - ongoing
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>
Status	OPEN - ongoing
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>
Status	OPEN - ongoing

27. 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. 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. Again, if no time off request is received for the second person it will be charged at 100 % to the local.

NOVEMBER 2013

New process for requesting time off was emailed on October 21st, 2013 to all Locals by Kelly White of OPSEU. The new process requires the approval of the local's OPSEU Staff member assigned prior to being released from work by the Employer. The DivEx noted some concerns with the requests for time off out of the pool of days. At times the Employer requests short notice meetings that are submitted under the 7 day time frame. The DivEx indicated that OSPEU Staff are not required to approve usage from the pool of days and suggested that all requests for pool of days be approved by Davis or MacLeod. These requests would follow the same procedure of requests being approved prior to the Employer releasing representatives from work. A conference call has been arranged for November 12th, 2013 with OPSEU Staff to further define the new procedures for time off.

JANUARY 2014

The Executive was not involved in the development of the OPSEU RUL forms and have recommended changes. Revised forms for time off requests from the pool were vetted by the DivEx and sent to Alvarado to convert to .pdf in November. MacLeod outlined the reasons for separating the 900 day requests from the OPSEU RUL and wanted to forward to Locals but was advised to forward to Steve Nield for review. OPSEU will need to notify the Employer if any changes are made to be made. A follow up with Nield will take place in a week time in order to get the proper paper work sent out to Local Presidents and a new Q and A done with explanations.

Status

OPEN - ongoing

28. 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.

NOVEMBER 2013

No further time to complete agenda

JANUARY 2014

The DivEx inquired to Staff Supervisor Steve Nield about the LBED centrally funded budgets and if they had been cut by the OPSEU Executive Board. We were advised that Supervisors were not consulted on budgets as they usually are. See the following submitted budgets and what were approved;

Committee	Submitted budget 2014	Approved budget 2014
Pay Equity	\$21,200	\$21,200
Benefits	\$4,000	\$4,000
EAP	\$6,000	\$6,000
DIVEX	\$34,800	\$34,800
Grievance	\$10,000	\$10,000
PLMC	\$42,000	\$20,000
RLMC	\$85,000	\$50,000
H&S	\$31,000	\$15,000

The DivEx was advised that PVR falls under the RLMC budget line. This news is concerning as the PVR Chair is responsible for travelling throughout the province to meet with RLMC Chairs and Presidents for the review process and could use up quite a lot of the RLMC budget. The DivEx was advised that in order to secure more funding a presentation must be prepared and submitted to the OPSEU Executive Board for consideration. This is also the case for having Accommodation discussion meetings with the Senior management level as there is no central budget allocated. The DivEx will review and respond.

Status OPEN - ongoing

29. Bargaining Summary

Discussion Luisa Quarta will provide the DivEx with the summary from the Bargaining De-Brief.

NOVEMBER 2013

No further time to complete agenda

JANUARY 2014

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.

Status CLOSED

New Business

30. Human Rights Application – Guest Steve Nield

Discussion Nield stated that no additional updates are available. OPSEU is currently waiting on possible dates scheduled. The earliest dates for mediation are mid-year 2014. Legal council will be providing direction to OPSEU on campaign ideas. The Union and the Employer are using an independent mediator (Gerry Lee) to try and resolve the matter. Meeting took place on Oct 31st, 2013 with two further dates scheduled on December 20th & 23rd, 2013. Further details will be provided when available.

The Union will notify the Employer on the status of Pay Equity as a result of the Application.

JANUARY 2014

Legal counsel has suggested Locals continue to collect forms if available. It was also suggested that

	we start collecting ‘real life as a casual’ stories from members. Stories that define the length of time a casual has been working for the LCBO, the hardships of being a ‘casual’ along with the struggles to maintain a decent living. The E&C committee is anxious to receive information from Legal to include in the ECHO.
Status	OPEN - ongoing
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 and Sector Chairs, as well as Senior Staff.. The speakers included:</p> <ul style="list-style-type: none"> • Olivia Chow, MP for Trinity-Spadina • Judy Duncan, Founder of ACORN Canada (an independent national organization of low and moderate income families); and • Derek Fudge, National Director of Policy Development with NUPGE <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>http://www.opseu.org/committees/equity/joint-leadership-meeting-2013.htm</p>
Status	CLOSED
32. Scheduling Grievance updates	
Discussion	<p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> The Scheduling grievance regarding Article 6.4 (a) (iii), including double shift store scheduling issues has been scheduled to be heard at the Grievance Settlement Board on March 19, 2014.</p>
Status	OPEN - ongoing
33. Accommodation Discussions with senior LCBO management	
Discussion	<p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> Guest Cheri Hearty Pension and Benefits staff from OPSEU joined the DivEx for discussion on how to</p>

	<p>proceed with arranging future meetings with the employer. Representatives from our Division met with the employer on a few occasions to see if we could create a forum for both parties to discuss the accommodation issues in the Province. Denise Davis, Chair, Jenn VanZetten from PHSC and Susan Lusty from the Pension and Benefits committee along with OPSEU staff were present. The objective of this working group was to explore avenues on how to address the accommodation processes, member accommodation issues, to review the LCBO return to work programs and the need to have Union representation at these meetings. It is extremely concerning that a large amount of LBED members require accommodation and there is a need to explore concerns and solutions with the Employer. Currently OPSEU does not centrally fund meetings of this kind. In the past expenses and time off were covered by the centrally funded LBED Health and Safety Committee and Benefits and Pension Committee. It is important to pursue the legitimate concerns and going forward the Divisional Executive will have to make a proposal to the OPSEU Executive Board for funding so that LBED can continue to meet.</p>
Status	OPEN - ongoing
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
35. LCBO Integrity Shopper Program	
Discussion	This issue is currently being discussed at PLMC and we are currently waiting for more information regarding the LCBO's new program. Updates will be provided after the next PLMC meeting.
Status	OPEN - ongoing
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	OPEN - ongoing
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</p>

	<p>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 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.</p>
Status	OPEN - ongoing
38. LBED Convention Caucus	
Discussion	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 th .
Status	OPEN - ongoing
Future Dates	
Next meeting to be held on April 9 and 10	
Adjournment	
Moved by:	MacLeod – To adjourn the meeting
Seconded by:	Trainor
RESULT:	CARRIED @ 2:00 pm