

LBED Divisional Executive Minutes

Divisional Executive Meeting
November, 2013
Web Conference

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
Call to order 9:30 AM.	
1: Adoption of Agenda	
Discussion	
Motion by:	MacLeod
Seconded by:	Lusty
RESULT:	CARRIED
2: Previous Minutes	
Discussion	Minutes were reviewed via email, approved by the DivEx and sent to Locals prior to meeting.
Motion by:	MacLeod
Seconded by:	Trainor
RESULT:	CARRIED
3: Matters arising from minutes	
Discussion	none
Motion by:	
Seconded by:	
RESULT:	CARRIED
Officer Reports	
4: Chair Report	
Discussion	Report presented by: Davis
REPORT:	<u>Provincial Labour Management Committee (PLMC)</u>

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.

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.

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.

Next meeting is November 27, 2013

Employment Equity Committee

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.

Collective Agreement

A draft version of the new collective agreement was prepared by Mirla Alvarado and all members of the bargaining team have a copy and have been given the task of proofreading. Once a final copy is produced we will be meeting with the employer in order to sign off. Distribution should take place shortly after this. Further updates will be sent out separately from the DivEx minutes.

Human Rights Application

We continue to pursue the Human Rights complaint issue and have had two meetings so far this year which were on July 26th and October 31st and we have two more scheduled dates this year which are on December 20th and 23rd. 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.

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

LOA Scheduling meeting

During bargaining it was agreed upon by both parties to meet within 60 days following ratification to discuss concerns regarding Article 6.4 (a) (iii), including double shift store scheduling issues. The parties met on two occasions July 22nd and on September 9th and were unable to get satisfactory results, therefore the outstanding grievances will continue on to arbitration. Val Patrick of OPSEU is pursuing meeting dates and will be representing LBED at the Grievance Settlement Board.

Employers new dress code policy

First memo sent to local Presidents November 1, 4:32 pm

We have been fielding calls and emails from many of our members in regards to the Employers new dress code requirements. It is important to advise members that the Divisional Executive Committee is reviewing this policy and have notified OPSEU staff, Val Patrick (LBED Grievance Officer) and Mirla Alvarado, (LBED Negotiator). At this point the Union has made representations to the employer against this change and we are waiting to hear back from them.

Please be advised that future updates will follow once we receive more information.

If you should have any concerns in the meantime please forward to:

vpatrik@opseu.org or malvarado@opseu.org

Second memo sent to local Presidents November 9, 12:29 pm

Be advised that the employer responded to the union and invited discussions on this policy however

we are not going to discuss this unless it is in front of an arbitrator. Therefore the union is filing a policy grievance and is demanding a date as soon as possible. We want this resolved before January 2014.

Please share this email with your Local Executive and your members. It will also be posted on Facebook.

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

July 31, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.57
Business Chequing	\$13,303.56
Membership Shares	\$25.00
Total Deposits	\$13,329.13

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

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Jun-13				\$18,098.13
05-Jul-13	Cheq #174 -T. Vyfschaft (Phone)	\$367.37		\$17,730.76
	*Issued to cover expenses for Vice Chair Cell phone May 2013			

25-Jul-13	Cheq #175 -K. Ramsay (Trustee)	\$1,478.86		\$16,251.90
	*Issued to cover expenses for trustee audit & BPS Report June 2013			
26-Jul-13	Cheq #174 -OPSEU Accounting (Phone)	\$2,943.34		\$13,308.56
	*Issued to cover expenses for Chair cell phone bills Dec 2012-June2013			
28-Jun-13	Statement Fee	\$5.00		\$13,303.56
<i>TOTALS</i>		\$4,794.57		
Balance as of:				
31-Jul-13				\$13,303.56

Divisional Dues LBED Account
Statement Date

1802980
August 31, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.57
Business Chequing	\$25,774.74
Membership Shares	\$25.00
Total Deposits	\$25,800.31

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Jul-13				\$0.57
Balance as of:				
31-Aug-13				\$0.57

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Jul-13				\$13,303.56
02-Aug-13	Cheq #177 -L. Cheyne (ByLaw)	\$469.10		\$12,834.46
	*Issued to cover expenses for By-Law Review June 2013			
12-Aug-13	Cheq #176 -R. Reath (ByLaw)	\$498.07		\$12,336.39
	*Issued to cover expenses for By-Law Review June 2013			

12-Aug-13	Deposited Local 285		\$1,664.08	\$14,000.47
12-Aug-13	Deposited Local 5107		\$2,557.50	\$16,557.97
12-Aug-13	Deposited Local 725		\$20.46	\$16,578.43
12-Aug-13	Deposited Local 378		\$1,739.10	\$18,317.53
12-Aug-13	Deposited Local 682		\$450.12	\$18,767.65
12-Aug-13	Deposited Local 5108		\$2,018.72	\$20,786.37
12-Aug-13	Deposited Local 375		\$2,080.10	\$22,866.47
12-Aug-13	Deposited Local 499		\$2,809.84	\$25,676.31
12-Aug-13	Deposited Local 741		\$525.14	\$26,201.45
12-Aug-13	Deposited Local 165		\$1,050.28	\$27,251.73
27-Aug-13	Cheq #180 -D. Davis (Accom/Supplies/iPad/Shredder)	\$1,471.99		\$25,779.74
	*Issued to cover expenses for LBED assets			
30-Aug-13	Statement Fee	\$5.00		\$25,774.74
<i>TOTALS</i>			\$2,444.16	\$14,915.34
Balance as of:				
31-Aug-13				\$25,774.74

Divisional Dues LBED Account
Statement Date

1802980
September 30, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.57
Business Chequing	\$25,565.78
Membership Shares	\$25.00
Total Deposits	\$25,591.35

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

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Aug-13				\$25,774.74
20-Sep-13	Cheq #189 -D. Vermue (Trustee)	\$203.96		\$25,570.78
30-Sep-13	Statement Fee	\$5.00		\$25,565.78
<i>TOTALS</i>		\$208.96	\$0.00	
Balance as of:				
30-Sep-13				\$25,565.78

LBED Members Saving Credit Union Account

1044470

Statement Date

September 30, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$3,300.96
Business Chequing	\$891.89
Membership Shares	\$25.00
Total Deposits	\$4,217.85

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-13				\$3,298.47
30-Sep-13	Interest		\$2.49	
Balance as of:				
30-Sep-13				\$3,300.96

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-13				\$891.89
Balance as of:				
30-Sep-13				\$891.89

LBED Members Saving Credit Union Account
Statement Date

1044470
October 31, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$3,300.96
Business Chequing	\$491.89
Membership Shares	\$25.00
Total Deposits	\$3,817.85

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-13				\$3,300.96
Balance as of:				
31-Oct-13				\$3,300.96

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-13				\$891.89
03-Oct-13	Cheq #9 - Divisional Hardship	\$400.00		
Balance as of:				
31-Oct-13				\$491.89

OLBEU Retirees Club Account

1524790-1
September 30, 2013

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$265.99
Business Chequing	\$6,736.96
Membership Shares	\$25.00

Patronage Shares	\$12.00
Total Deposits	\$7,039.95

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-13				\$265.79
30-Sep-13	Interest		\$0.20	\$265.99
<i>TOTALS</i>			\$0.20	
Balance as of:				
30-Sep-13				\$265.99

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-13				\$6,736.96
<i>TOTALS</i>				
Balance as of:				
30-Sep-13				\$6,736.96

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 **Mar 2013** was **64.94** days.
 The amount of days charged to the 900 day pool in **Apr 2013** was **65.71** days.
 The amount of days charged to the 900 day pool in **May 2013** was **49.70** days.
 The amount of days charged to the 900 day pool in **June 2013** was **42.5** days.
 The amount of days charged to the 900 day pool in **July 2013** was **42.75** days.
 The amount of days charged to the 900 day pool in **Aug 2013** was **38.78** days.

Moved by: Woodall- To accept report as presented

Seconded Lusty

by:	
RESULT:	CARRIED
6: Vice Chair/Grievance Committee Report	
Discussion	Report presented by: Trainor
REPORT:	<p>The committee has met on two occasions since the last report. Our next meeting is scheduled for November 14 and 15. Dates have been set for the first half of next year. January 22/23, March 6/7, May 14/15 and June 26/27. As of October 17 there are 705 grievances that are at stage 4. The committee has dealt with 8 appeals. The committee continues to struggle with grievances not having enough, if any, information in the file. An article is currently being written for the Echo.</p> <p><u>Terms of Reference</u> The Grievance Committee's terms of reference was reviewed and updated by the committee. It is currently being typed up and will be brought to the next committee meeting to be signed off and then forwarded to the DivEx.</p> <p><u>Grievance Review Form</u> A Grievance Review Request Form was created to allow local presidents to forward grievances to the committee and provide their input on how the grievance should be handled. The form has been forwarded to Denise for review and approval. Once it has been okayed it will be sent out to local presidents.</p> <p><u>Policy Grievances</u> There are currently 3. They were filed out of Ottawa Warehouse. They all surround the use of agency workers. They were incorrectly filed but have been agreed to be dealt with as policy grievances. A communication will be going out shortly to the local presidents as a reminder on who and how policy grievances are filed.</p> <p><u>Bargaining Unit Work</u> Before bargaining the Grievance Committee decided to put the issue of managers doing bargaining unit work on hold in hopes of gaining stronger language at the bargaining table. The division was not able to make any improvements on the language so the committee has begun looking for a grievance to take forward on the issue. The committee reviewed nearly 50 bargaining unit work grievances and believe we have found a good one to take forward. It is out of local 286 and has what we believe we need to have a successful decision. The committee is going to review the rest of the bargaining unit work grievances at the next meeting before looking to schedule a date.</p> <p><u>Job Posting Grievance</u> The job posting grievance was scheduled for arbitration on September 17th but was rescheduled to September 25th. Instead of having the first day of hearing the day was used to try and negotiate a settlement. This was unsuccessful and we are looking for dates in January to start the hearings. In the meantime discussion will continue with the hopes of getting a settlement. Our stance continues to be that vacancies in a new store need to be posted, that all vacancies need to be posted and not filled with casuals, that if a vacancy occurs as a result of a posting or retirement it needs to be posted and that management cannot use PVR to fill vacancies in a new store.</p> <p><u>Scheduling Grievance</u></p>

	Out of bargaining we had agreed to meet to discuss scheduling issues and therefore put the scheduling grievance on hold. The division has met with the LCBO and discussions have not produced what we need to settle the grievance. We are currently looking for dates to continue with the grievance.
Moved by:	VanZetten- To accept report as presented
Seconded by:	MacLeod
RESULT:	CARRIED

Committee Reports

7: Health and Safety Committee Report

Discussion	Report presented by: VanZetten
REPORT:	<p>The provincial Health and Safety team meet with the employer on Aug 30. We have a scheduled meeting coming this fall.</p> <p>After BPS we started working on the proposals for the WHSC training for Cert Two, with thanks to our Health and Safety Staff Terri Aversa, LBED Negotiator Mirla Alvarado, and LBED Chair Denise Davis for all their assistance and guidance.</p> <p>Many old agenda items will be still items to discuss at the next PHSC meeting, as well as the New Language gained in bargaining.</p> <p>This is what the Employer is committed to us:</p> <p>Alkarim has committed to scheduling you for Part I cert training for Tammy. The next course available at the WHSC is Oct 8-11 or Dec 3-6 2013</p> <p>The LCBO is reviewing the list Terri provided for Part II (OPSEU proposal PDF handed to everyone last DIVIX meeting), as this is now a 6 day training VS LCBO's 2 day. They need to get approval for added cost (time off, travel if necessary, etc.) , determine class size, venues, and what courses to offer (each module is 3hrs)</p> <p>Alkarim has committed to reviewing the Aug 29/12 minutes and Aug 30/13 signing them off via email... However this was to be done via email, by our November meeting and the committee has not been communicated with. Our Meeting is Nov 21 ,2013.</p> <p>The March 5th minutes signed off and emailed to the Local Presidents, for their references and added guidance for the health and safety reps and committee members.</p> <p>> The committee also asked Alkarim if the LCBO would pay for another meeting before our next caucus in November to discuss the Nov 30/13 deadline for training. Will it involve Pat from the WHSC? This meeting would be for the PHSC (employer and whole committee,) to review proposed courses for training and review the Nov 30th deadline. As this date is approaching quickly, this needs to be resolved ASAP. If meeting is approved we can ask to invite Pat from WHSC as a guest. The committee still has no communication on this.</p> <p>Closed off Agenda Items: (However this does not mean they are done or lost... The committee feels we have bigger agenda items to move forward with bargaining and we need our Committee and Reps</p>

	<p>to follow the OHSA) Lost Time Poster, work refusal, Bill 160, and extreme task force.. LCBO will continue to use Lost Time Poster - I stated Unions thoughts on it and felt that continuing the discussion on it would just be a waste of time</p> <p>Bill 160 is taken off until MOL establishes a date for mandatory completion, the LCBO is not willing to be proactive in this matter and will only comply when legally required to do so</p> <p>Work refusal poster is going to be posted on LCBO Health & Safety communication boards in Retail Stores and Denise is asking to have it printed in ECHO. LCBO says process is being followed and that if we hear it is not, we should bring it forward with specific information in the Standing Issues (report on any MOL orders, work refusals, or critical injuries since last meeting)</p> <p>The leaders guide is being updated to include work refusal process</p> <p>Extreme task force is no longer - now 1 of 3 co-ordinators and Pat, along with DMs address top 10 standards task force has identified (these standards is the report from the task force)</p> <p>The Employer has forwarded the committee the list of 56 A&B stores with less than 20 employees that have asbestos and need committees.</p> <p>Denise suggested we hold our next meeting at Durham warehouse so we can do tour there and possibly visit a store in area with new cash desk. However the employer found that was their busy period and could not accommodate the Unions request.</p> <p>The Union brought up the idea of structuring it similar to RLMC but Alkarim and Pat were opposed to the idea feeling that there would be too much overlap and repetition. They felt H&S messages would not be consistent. Terri has forwarding Terms of Reference which may help to clarify the process and structure.</p> <p>The employer needed to speak their side of the bargaining team before discussing any work load issues with our committee.</p> <p>The committee is asking Local Presidents to forward the committee any feedback they receive from their Joint Health and Safety Committee persons. As we will be reviewing with the employer in June 2014 to make sure our Safety Training continues with the Worker's Health and Safety Center.</p> <p>Jennifer Van Zetten Chair</p>
Moved by:	Lusty- To accept report as presented
Seconded by:	Hadley

RESULT:	CARRIED
8: Education and Communications Committee Report	
Discussion	Report presented by: Hadley
REPORT:	<p>The committee met unofficially at Editors Weekend.</p> <p>The first Echo since bargaining has been released; there were some minor problems in the process of releasing it. Moving forward, confirmation emails will be sent to the staff member assigned to the publication.</p> <p>Human Rights Special Edition Echo - We are waiting on guidance from staff who attended the Human Rights meeting. If there's going to be a special edition Echo encouraging personal stories, new information and members to continue filling out forms then our committee needs to know what resources will be made available. We need timelines and an article from legal. If we get something from the legal, we can proceed with mining the personal stories of our members. I believe there's enough material to make a 4 page edition.</p> <p>As it stands, there will be a Holiday Edition of the Echo. When there's material for a Human Rights special edition, then we'll publish it.</p> <p>FB/Social media. - Our engagement rates are as high as when we bargained, in some instances, higher. This is pretty big in the context of where we are in the bargaining cycle.</p> <p>Last week our numbers really spiked in terms of engagement. We're up 1,130%. Post-reach is 800% up. All increases are organic, meaning ads were not used to boost numbers.</p> <p>What does this mean? It means our members respond best to issues concerning them directly. This is good and bad. It's good because its engagement, it's bad because there's a failure in educating our members to see the big picture. Here's an example:</p> <p>The issue of dress code is the highest on their list. 800 views/shares in less than 24 hours.</p> <p>Privatization threats typically get a response from as low as 200 -400 views/shares. Right-To-Work issues - less than 200. So while the injustice of uniforms burns hot, losing your union and ultimately your job through right-to-work doesn't really matter to our audience. We need to really push the OPSEU video to our members. It's crucial we do, for the sake of the labour movement, our union and the livelihood of our members.</p> <p>Echo Live – Working with OPSEU staff for resources to get this started. In the meantime, the committee will write up the questions.</p> <p>Echo Live: We would like to start this at our next face-to-face meeting. I'd require 20 minutes with each of the DivEx to do the interviews. The run time on the film will be less than 2 minutes. I'll write the scripts and provide them in advance. 3-4 questions will need to be answered.</p> <p>Christmas Edition Echo (so far)</p>

	<ul style="list-style-type: none"> • Chair’s Message - • S’up Dog - The HR Dog, low morale and the employee survey – I’d like to write this. • Comic: Dog looking up at a ladder with broken ladder rungs. Each Rung has a sensitive topic word on it. (FT, Living Wage, Unemployment, Nepotism) • Page of benefits info- Susan • The black pants/jeans situation needs to be addressed. It’s a hot topic these days and it needs to be addressed. • Ask the Editor responses. We’ve had one question. If we’re to move from fluff, we need non-fluff questions. • Photos of the ties. We’ve yet to receive any. If you have any, or know anyone that has been meaning to snap a pic of how they’re using their tie(s) our committee needs those photos. <p>On behalf of the Education and Communications Committee</p> <p>Craig Hadley – Committee Chair</p>
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Moved by:	Lusty- To accept report as presented
Seconded by:	VanZetten
RESULT:	CARRIED

9. Pension and Benefits Committee Report

Discussion	Report presented by: Lusty
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REPORT:	<p>Benefits Committee had a 2 day meeting on Oct 28-29th.</p> <p>Joint Benefits Review meeting with LCBO Nov 30th.</p> <p>We received some of the financials from LCBO on the usage from Manulife from Dec 1st – May 31st, 2013. We also received the contract and the preliminary booklets to go over before it is given to members.</p> <p>Going through the contract and booklets is a word for word process as we don’t want to miss anything that might be incorrectly added or missed to the document.</p> <p>We have the contract, the PFT, PPT, Seasonal and Casual booklet to go through. We have finished the PFT, PPT and Seasonal booklet and have found many different issues that need to be clarified by Manulife and LCBO. Our plan is unique compared to other companies.</p> <p>The committee had also asked for the final financials from GWL and we did not receive them but was told that they are coming soon.</p>
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There are 6 appeals left from GWL that OPSEU Benefits is working on.

CASUAL BENEFITS

As casual hours for Benefits is coming up to the end of the year and casuals need 1300 to qualify, we need to inform them to keep track of their own hours so if they need just a few more hours to qualify they can pick up a shift on a Sunday or another day they wouldn't normally work. The committee feels an article in the ECHO would be helpful.

There will be new letters for casuals for the Opting out or into the Benefit plan. This will be coming in late Jan 2014 from the LCBO Benefits Dept.

WEBSITE

The committee asked about the website and the items missing from the Manulife site and we were told this is their normal site and we may not have the same things as GWL had on their site. We had asked about the totals of Dental and vision and dates of next usage time. We were told by LCBO that they will ask about having this put on. We also asked about having our Benefits booklets on the website and the LCBO will inquire about this also.

We need to have more members join the Manulife website and sign up for Direct Deposit.

ECHO ARTICLES

The committee has made a list of articles that we will make available to the communications committee to have ongoing issues we want to keep in the minds of members.

- LIST:
- Joining Manulife website
 - EAP Human Solutions has expanded their scope
 - Using Your Benefits to benefit your Health (massage, Chiropractor, acupuncture)
 - Converting your Life Insurance at age 65 or retirement to personal policy
 - Predetermination for Dental or Medical
 - Casual Benefits and monitoring their own hours for qualifying
 - Dispensing Fees and where the cheapest is
 - Health and Wellness program
 - Orthopedic Shoes
 - Pensions and getting more casuals to join

EAP

We have been asking for the usage #s on this for some time and we have received nothing. We have left this with the LCBO to get us the 3s as soon as possible.

Moved by: Woodall- To accept report as presented

Seconded by: Hadley

RESULT: CARRIED

10. Anti-Privatization Committee Report

Discussion Report presented by: Woodall

REPORT: I just want to keep everyone informed on our successful meetings our committee has had over the last

few weeks.

We will be receiving the final report from Centre For Spatial Economics on the “ECONOMIC CONSEQUENCES OF ALCOHOL DISTRIBUTION REFORM IN ONTARIO”.

On September 4th, our committee along with Denise met with Bill Reno, formerly with the UFCW and now the Director of Union Calling and Andrew Murie a director of MADD Canada.

TTC

The meeting with Bill Reno was to explore the TTC recent campaign to improve the image of their members in the eye of the public. We especially want to see how the Video “Protecting What Matters” was received by the public.

The meeting was very informative and our committee came away with some sound campaign analysis. The four points below are suggested targets in any campaign. In fact there will be different messaging per target in most cases.

- #1 – Our members must understand what we are doing
- #2 – Who makes the decisions
- #3 - Who influences the decision makes
- #4 - The general public.

MADD

The meeting with MADD was very productive. We discussed the importance of keeping alcohol in the current system of distribution as increased consumption will lead to more drinking, crime, illness and financial pressures on the health care system.

They are most receptive to work with us in providing information to the general public.

MADD offered to share any information that they had.

We also discussed the letter sent to the Minister of Finance from CAMH and MADD addressing the issue of the recent activity to sell beer and wine in convenience stores.

UFCW

On Friday September 20th, we had a meeting with the UFCW.

- They represent between 4500-6000 Workers
- They are in the process of consolidating their locals across the province. They are having a policy convention next week will be looking at many of these issues carefully.
- The major Brewers recognize that the Ontario Market is very important.

The Beer Store has a strong Environmental Program. 98% of returns to The Beer Store get recycled including plastic bags, plastic beer rings, tetra packs, beer, liquor, wine, spirit, and bottles.

- It cost \$70,000 for a Brewer to list a skew at the Beer Store
- UFCW believes if Corner Stores are allowed to sell Beer, they will have a negative impact on their membership. As an example, they said that the major Brewers will deliver directly from the warehouses to corner stores instead of going through their stores.
- UFCW has been working closely with The Canadian Brewery Council of Canada and Jeff Norton of The Brewers Association of Ontario.

-All parties agreed that if any future campaign must include a strong argument around Social Responsibility in terms of challenge and refusals, drunk driving..etc.

James Clancy, of NUPGE brought up some points of interests for both parties to think about:

-That the Tax Revenues that both the Beer Store and The LCBO produces today mean more to the province than ever. Why would any government give up such a lucrative market at a time when revenues are hard to come by?

-Find a way to reach out to Ontario Wine and Beer Producers. They feel that they have limited access at both the LCBO and Beer Store.

Although there are differences between what the UFCW and OPSEU/LBED both parties agree that privatization will be bad for all. Both agreed that they want to work together by sharing resources, contact info....etc. as to prepare for future campaigns and lobbying all political parties.

CAMH

On October 10th, we had a meeting with Jean Francois Crepault, a senior policy analyst in the Communications and Partnerships office of CAMH and a former OPSEU member-activist. He is now in management at CAMH. The V.P. for Communications and Partnerships, Lori Spadoricia and Dr. Norman Geisbrecht who, is one of Canada's leading experts on the health and safety risks/consequences of expanding / privatizing alcohol sales. The OPSEU members present were President Thomas, Greg Hamara and myself.

I gave a brief report from our findings from the Centre For Spacial Economics. They agreed with the findings as it was very close to theirs. We discussed several research studies and that CAMH will provide any statistics we require. As CAMH is and arm of the Ontario Government they must stay impartial. CAMH did indicate that if we wanted several questions put into their polling they would welcome it.

We were also invited to attend the below listed symposium:

The Alcohol Working Group of the Toronto Cancer Prevention Coalition presents:

Cancer and Alcohol: Myths, Evidence, Action & Precautionary Policies

Denise Davis and Don Collymore will be in attendance to meet and discuss our issues and obtain additional contacts for the coalition.

OSSTF

Our Committee is now in discussion with the Ontario Secondary School Teachers Federation to arrange a meeting to discuss the OCSA and their lobbying for beer and wine.

Drive Alive

At the press conference at Queens Park on October 30th, I saw in interview with Drive Alive's spokesperson Anne Leonard. This is an organization that has been around for 25 years promoting Sober Driving. Their sponsors are quite extensive and I believe we need to meet with this group. . Here are their sponsors and supporters: The Beer Store, Ministry of Transportation, SmartServe Ontario, CAASCO, TAXIGUY, Spirits Canada, Pirate Radio, Rob Rainford, RIDE Checks, Street Seen Media, TTC, GO Transit, Ontario Provincial Police, Toronto Police Service, Toronto Emergency Medical Services, Murray Newbigging Funeral Home, and Diamond Taxi. A meeting has not been scheduled to date.

	Rick Woodall - Chair On behalf of the Anti-Privatization Committee
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Moved by:	VanZetten – To move Anti-Privatization proposal in the agenda from New Business to part of the report.
Seconded by:	Hadley
RESULT:	CARRIED

Moved by:	Woodall – To approve \$115,000 from the Anti-Privatization fund to be set aside for the use in a fight back campaign against the Ontario Convenience Store Association.																																				
	<u>Proposed Campaign Costs</u>																																				
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">Cost of Committee meeting Jan 6th, 2014</td> <td style="width: 30%; text-align: center;">DIVEX Costs</td> <td style="width: 20%;"></td> </tr> <tr> <td>Cost of Committee Meeting Jan 30th, 2014</td> <td></td> <td style="text-align: right;">\$7,811.00</td> </tr> <tr> <td>Cost of Focus Groups Attendance</td> <td></td> <td style="text-align: right;">\$15,707.00</td> </tr> <tr> <td>Cost of Lobbying</td> <td></td> <td style="text-align: right;">\$10,249.00</td> </tr> <tr> <td>Additional meetings Chair Only</td> <td></td> <td style="text-align: right;">\$1,661.00</td> </tr> <tr> <td>Cost to conduct Focus Groups</td> <td></td> <td style="text-align: right;">\$40,000.00</td> </tr> <tr> <td>Cost of Telephone Polling</td> <td></td> <td style="text-align: right;">\$25,000.00</td> </tr> <tr> <td>Cost of Literature for lobbying</td> <td></td> <td style="text-align: right;">\$5,000.00</td> </tr> <tr> <td>Cost to Meet OSSTF</td> <td></td> <td style="text-align: right;">\$5,608.00</td> </tr> <tr> <td>Cost to Meet Arrive Alive</td> <td></td> <td style="text-align: right;">\$1,727.00</td> </tr> <tr> <td>CAMH Seminar</td> <td></td> <td style="text-align: right;">\$1,729.00</td> </tr> <tr> <td></td> <td></td> <td style="text-align: right;">\$114,492.00</td> </tr> </table>	Cost of Committee meeting Jan 6th, 2014	DIVEX Costs		Cost of Committee Meeting Jan 30th, 2014		\$7,811.00	Cost of Focus Groups Attendance		\$15,707.00	Cost of Lobbying		\$10,249.00	Additional meetings Chair Only		\$1,661.00	Cost to conduct Focus Groups		\$40,000.00	Cost of Telephone Polling		\$25,000.00	Cost of Literature for lobbying		\$5,000.00	Cost to Meet OSSTF		\$5,608.00	Cost to Meet Arrive Alive		\$1,727.00	CAMH Seminar		\$1,729.00			\$114,492.00
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Seconded by:	Lusty
RESULT:	CARRIED
Moved by:	MacLeod- To accept report as presented

Seconded by:	Lusty
RESULT:	CARRIED

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> <p><u>FEBRUARY 2013</u> 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.</p> <p><u>AUGUST 2013</u> Divisional Executive will follow up with Dave Holmes to get an update to PVR 2013.</p> <p><u>NOVEMBER 2013</u> 2012 PVR UPDATE</p> <p>RETAIL DIVISION</p>
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	<ul style="list-style-type: none"> • 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 <p>LOGISTICS</p> <ul style="list-style-type: none"> • 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 <p>HEAD OFFICE</p> <ul style="list-style-type: none"> • Toronto Head Office- 0 <p>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.</p> <p>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.</p> <p>In Solidarity, Dave Holmes PVR Chair. davesholme@gmail.com</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></p>

	<p>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.</p> <p>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>
Status	OPEN - ongoing
22. Divisional Minutes 2013 and By Laws 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>
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>
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>
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</p>

	<p>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>
Status	OPEN - ongoing
27. 900 day pool	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u> 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 Denise Davis or Colleen 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.</p>
Status	OPEN - ongoing
28. Committee Budgets	
Discussion	<p>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.</p> <p><u>NOVEMBER 2013</u> No further time to complete agenda</p>
Status	OPEN - ongoing
29. Bargaining Summary	
Discussion	Luisa Quarta will provide the DivEx with the summary from the Bargaining De-Brief.

	<u>NOVEMBER 2013</u> No further time to complete agenda
Status	OPEN - ongoing
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 31 st , 2013 with two further dates scheduled on December 20 th & 23 rd , 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.
Status	OPEN - ongoing
31. Joint Leadership conference	
Discussion	<u>NOVEMBER 2013</u> No further time to complete agenda
Status	OPEN - ongoing
32. Scheduling meeting updates	
Discussion	<u>NOVEMBER 2013</u> No further time to complete agenda
Status	OPEN - ongoing
33. Accommodation group	
Discussion	<u>NOVEMBER 2013</u> No further time to complete agenda
Status	OPEN - ongoing
34. Echo Live	
Discussion	<u>NOVEMBER 2013</u> No further time to complete agenda
Status	OPEN - ongoing
Future Dates	
Next meeting to be held January 16 th & 17 th 2014 & May 22 nd & 23 rd , 2014	
Adjournment	
Moved by:	MacLeod – To adjourn the meeting without completing the agenda due to time constraints of a one day meeting.
Seconded	Woodall

by:	
RESULT:	CARRIED @ 5:05 pm