

LBED Divisional Executive Minutes

Closed Items: July 8th, 2015

Attendees	Denise Davis, Chair Jennifer VanZetten, Vice Chair Colleen MacLeod, Secretary/Treasurer Susan Lusty, Pension & Benefits Committee Chair Rob Mithrush, Health and Safety Committee Chair Craig Hadley, Education and Communications Committee Chair Rick Woodall, Anti Privatization Committee Chair Mark Kotenan – OPSEU Negotiator
16) Social media – LBED Bargaining Facebook/Twitter	
Discussion	<p><u>FEBRUARY 2013</u> OSPEU is setting up a dedicated LBED Twitter and Facebook account that will be administered through staff. When negotiations are over the DivEx will determine the continuation of such social media.</p> <p><u>AUGUST 2013</u> The Committee will continue to monitor the Facebook and Twitter accounts. Social media will be used to update members and direct them to the existing OPSEU/LBED website.</p> <p><u>NOVEMBER 2013</u> The Committee is continuing to monitor Facebook and post updates when required. Twitter will only be used to direct members to news articles or the OPSEU website.</p>
Status	CLOSED
17. French Language Levels/Skills	
Discussion	<p>The Employer notified the Union during bargaining that the Office of Francophone Affairs has mandated that all FLS positions going forward will require Advanced-Minus level to qualify as an active offer under legislation.</p> <p><u>NOVEMBER 2013</u> The FLS proficiency level has been changed from Intermediate Mid to Advanced Minus. A circular was distributed to communicate the change. Those employees currently in the position will not be retested at the Advanced minus level unless they apply for a promotion. The Employer will provide a copy of the circular distributed to the Union.</p> <p>The Employer will provide an updated list of FLS designated stores to the Union when available.</p>
Status	CLOSED
18. Committee meetings resuming – PLMC, RLMC etc.	

Discussion	<p>The Regional (RLMC) and Provincial Labour Management (PLMC) committees are in the process of setting up dates for the 2013-2014 calendar years. PLMC will meet on October 1st and November 27th. Dates for all RLMC should be sent to other regions to encourage the sharing of information and co-ordination with agenda items.</p> <p><u>NOVEMBER 2013</u></p> <p>Provincial Labour Management Committee (PLMC)</p> <p>The last meeting of the PLMC was on October 1, 2013. The committee continues to alternate the Regional Labour Management chairs through the seats on this committee to give them exposure at the senior management level and to also participate in the discussion with agenda items that they have forwarded up to this committee.</p> <p>We have canvassed the eight Regional Labour Management Committee chairs for their scheduled dates so that a calendar can be put together. This calendar shows all dates scheduled by the Regional Committees and the PLMC and should assist them with scheduling their meetings before the PLMC meets in order to keep the flow of issues going to the top if necessary. The Regional Labour Management Chairs are encouraged to keep in contact with other labour chairs and share minutes.</p> <p>At the PLMC level we still have minutes outstanding that need to be approved and posted. A draft set of minutes is waiting for final approval and should be available over the next two weeks. The minutes will be posted in all work places and we will continue to email the minutes to local presidents so that they can have their personal copy for their records.</p> <p>Next meeting is November 27, 2013</p> <p>Employment Equity Committee</p> <p>The Committee has not had any further meetings this year and are waiting for further information from OPSEU before booking dates. Recently two new members were appointed to this committee and we would like to welcome Kelly Batchelor and Ruby Malik to this committee</p>
Status	CLOSED
19. Labour Management tool for activists	
Discussion	<p>Previous Education and Communications committee worked on a Labour Management tool for distribution to activists. This information will be shared with the new committee and sent out for distribution to Local Presidents and RLMC Chairs.</p> <p><u>NOVEMBER 2013</u></p> <p>Tool was reviewed by the DivEx and sent to the Labour Chairs via email. Questions or concerns regarding the use of this document should be forwarded to Jeremy Trainor – Vice Chair.</p>
Status	CLOSED
20. Orientation Kits	
Discussion	<p>The Employer will mail the OPSEU kits to new hires prior to their scheduled orientation when packages are ready. The OPSEU/LBED materials need to be copied in the OPSEU print shop, Mirla Alvarado is organizing this. An introductory letter is being developed and will be shared with the DivEx when ready and also put into the Orientation package. The DivEx discussed that some of the LCBO orientation meetings could have new hires from numerous locals and which local representative</p>

	<p>will attend as only one union member will attend. The Executive discussed implementation and some options could be to have the RLMC chairs designate rotational requirements and equal representation of all locals where this takes place. A list of the new hires and stores they are assigned to will be requested from the employer to assist with the implementation.</p> <p><u>NOVEMBER 2013</u> Davis requested that Orientation time off not be denied as a result of the Employer providing dates with short notice to the Union. Going forward the LCBO District Assistants will contact Local Presidents when replacement kits are needed. To date LBED has engaged in 6 orientation meetings across the province.</p>
Status	CLOSED
26. Equity of mobilizers during bargaining	
Discussion	<p>Concerns were raised with the Equity of casual mobilizers and bargaining team members. Casual mobilizers are integral to the success of bargaining and should be treated equally with respect to compensation. OPSEU policies will be reviewed.</p> <p><u>NOVEMBER 2013</u> This item is currently on hold and will be deferred for discussion to a future date.</p>
Motion	To make a presentation to the Executive Board that casual mobilizers and casual bargaining team members be compensated for their duties to the maximum hours/week within their classification.
Moved	Woodall
Seconded	VanZetten
Status	DEFERRED
29. Bargaining Summary	
Discussion	<p>Luisa Quarta will provide the DivEx with the summary from the Bargaining De-Brief.</p> <p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> During the Bargaining debrief many locals wanted to ensure the information was compiled and kept handy for the next round. The Bargaining Summary that was prepared by OPSEU was forwarded to Locals for reference and will be kept with the Divisional Secretary records.</p>
Status	CLOSED
31. OPSEU Joint Leadership conference – September 17, 2013	
Discussion	<p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> OPSEU's Joint Leadership Meeting brought together members of the Executive Board, MERC, CERC</p>

	<p>and Sector Chairs, as well as Senior Staff. The speakers included:</p> <ul style="list-style-type: none"> • 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
34. Echo Live	
Discussion	<p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> Updates will be included with Education and Communications report</p>
Status	CLOSED
36. Part-time Action Campaign	
Discussion	At this time it was advised by OPSEU to hold on any Local campaigns throughout the province. Local campaigns could interfere with the OHRC Application and other negotiations currently ongoing with the Employer. A possible province wide campaign is being discussed with Legal counsel and OPSEU.
Status	CLOSED
37. New Member Orientation meetings	
Discussion	<p>During bargaining we earned the right to meet with our new members at the LCBO orientation meetings for fifteen minutes. The Employer was advised to personally contact the appropriate Local Presidents who would represent the new hires ahead of time with dates and times so that they could attend the orientation meetings.</p> <p>If there are new members from various locals attending the same meeting only one local representative will attend as to who would attend would have to be worked out amongst the different local representatives. Only one representative will be covered by the pool of days for time off of work to attend the meeting and the time to travel back and forth, representatives are to return to work after this.</p> <p>The Divisional Executive were advised and Local Presidents were also advised in an email from myself that OPSEU has materials and information that can be used to put into Union orientations</p>

	packages and can be ordered through and picked up at your regional offices, this way allows all locals to have the opportunity to develop their own personalized packages. These packages can then be handed out to the new members at the meeting. OPSEU regional office staff and/or your staff reps can assist with this if you need assistance.
Status	CLOSED
24. Status of Pay Equity	
Discussion	<p>OPSEU Staff and Legal Counsel are currently on vacation and the staff supervisor will advise later this month on resuming the process.</p> <p><u>NOVEMBER 2013</u> The Pay Equity Committee continues to remain on hold at this time pending developments from the Human Rights Application.</p> <p><u>JANUARY 2014</u> Legal counsel is preparing a letter to notify the Employer of the status of Pay Equity. Members will be notified once the Employer receives the letter.</p> <p><u>APRIL 2014</u> Notice was sent to Local Presidents advising that Pay Equity is on hold pending the Human Rights Complaint filed during negotiations.</p>
Status	CLOSED
25. Health and Safety proposal	
Discussion	<p>The committee emailed Logistic Local Presidents for feedback due to the type of work within the warehouses and unfortunately received no response. The Committee finalized the proposal with Terri Aversa, and Pat Striwe from the Workers Health and Safety Centre. The Proposals have been sent in to the LCBO and the committee is still waiting on a response. The letter of agreement stated that the Training Provider will be the Workers Health and Safety Centre until June 2014. At this time we will have a process in place to re-evaluate the training process with management. It is essential that all Locals take advantage of this fantastic opportunity while available.</p> <p><u>NOVEMBER 2013</u> The Committee indicated this item is ongoing and have no new updates at this time.</p> <p><u>JANUARY 2014</u> No new updates at this time.</p> <p><u>APRIL 2014</u> Had to cancel meeting in February with the Employer. March 7th meeting with the Employer spoke about psychosocial hazards.</p> <p>The Provincial Health and Safety Committee have been dealing with a number of issues with the employer, since 2013 Bargaining and the New Language around the The Worker's Health and Safety Center (WHSC) for JHSC training within the Collective Agreement (Letter of Agreement).</p>

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

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

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

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

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

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

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

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

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

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

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

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

Status	CLOSED
38. LBED Convention Caucus	
Discussion	<p>The Division discussed plans for the LBED Caucus such as room size, time and date. . Details need to be worked out with OPSEU before confirming with Locals. OPSEU convention is on May 8, 9 and 10th.</p> <p><u>APRIL 2014</u> Convention LBED Caucus – May 8th, 2014 @ 12 noon.</p>
Status	CLOSED
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> <p><u>APRIL 2014</u> Emails have been sent to Senior OPSEU Staff for a completion date. A meeting has been scheduled with OPSEU leadership to discuss the outstanding delay.</p> <p><u>SEPTEMBER 2014</u> All Collective Agreements have been distributed in the workplace. Steward copies have been sent to OPSEU Regional Offices for Locals to pick up. Please contact your Regional Office if you haven't already received them.</p>
Status	CLOSED
35. LCBO Integrity Shopper Program	
Discussion	<p>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.</p> <p><u>APRIL 2014</u> The Employer provided the Union with information on 3 (three) types of shops involved.</p> <p>Template A – Integrity Shopper approached cashier and is asked for ID Template B – Integrity Shopper approached cashier and is not asked for ID Template C – Integrity Shopper approached cashier and was asked for ID, ID was not provided and the shopper was not refused the sale.</p> <p><u>SEPTEMBER 2014</u></p>

	<p>The Employer indicated Template A is considered a pass for the store, Template B is considered a fail and the manager should be having a coaching session with all staff as a reminder of the program.</p> <p>Template C is also considered a fail wherein the member who failed the shop may face disciplinary action.</p> <p>Discussions with the Employer will continue at PLMC.</p>
Status	CLOSED (Forwarded to PLMC)
40. Policy Grievances – Val Patrick	
Discussion	<p>OPSEU Grievance office Val Patrick provided an update to the Executive. He spoke of Agency Workers, Bargaining Unit Work, Scheduling Group Grievance and 50 jobs.</p> <p><u>SEPTEMBER 2014</u> Continued updates on these issues will be provided in the Vice Chair Report.</p>
Status	CLOSED
42. Department policy	
Discussion	<p>It was brought to the Executives attention that members working at Head Office are not adhering to the new LCBO policy and refusing to wear the new light blue shirts.</p> <p><u>SEPTEMBER 2014</u> This item was discussed and the Executive agreed members may be disciplined therefore the item will no longer be discussed.</p>
Status	CLOSED
43. LCBO Express stores	
Discussion	<p>The Divisional Chair, Anti-Privatization Committee, OPSEU Negotiator and OPSEU Campaigns officer have scheduled a meeting to meet with Patrick Ford and Lauri Green of the LCBO for more information.</p> <p><u>SEPTEMBER 2014</u> The Employer indicated the Provincial Government are currently in the process of Request for Tender with many grocery chains. There have been significant issues during negotiations that have delayed the implementation of Express Stores. The Division will continue to keep the members informed as information becomes available. Discussion continues at PLMC.</p>
Status	CLOSED (Forwarded to PLMC)
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>

APRIL 2012

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

JUNE 2012

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

OCTOBER 2012

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

FEBRUARY 2013

Concerns were raised in determining how PVR will begin the review as the OPSEU 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,
Dave Holmes
PVR Chair.
davesholme@gmail.com

JANUARY 2014

The PVR Committee is working with Val Patrick of the OPSEU Grievance Department regarding outstanding challenges.

APRIL 2014

A report will be provided to the Delegates attending Convention Caucus from PVR Chair, Dave Holmes.

SEPTEMBER 2014

Conference call is pending with the PVR Chair to discuss ongoing issues and assist if needed.

NOVEMBER 2014

Going forward updates on PVR will now be provided in a committee report above.

Status CLOSED

21. Divisional Dues – Contacting Locals

Discussion Questions and discussion arose regarding contacting locals for Divisional Dues. Those Locals who are in arrears for 2011 will be sent a reminder next week. All Locals who have not remitted dues for 2012 will be reminded in late September. Locals are encouraged to contact the executive if arrangements need to be made to comply with the divisional by-law before the next Divisional meeting. Local Presidents are strongly advised to share the Divisional invoice with their Local Treasurer.

NOVEMBER 2013

This item will continue on the agenda as a standing item for updates. List is being revised and will be emailed to Div-Ex 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.

JANUARY 2014

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.

APRIL 2014

Divisional Dues invoices have been prepared and will be sent to Local Presidents by Monday April 14th, 2014. If Locals are in arrears the invoice includes outstanding amounts owed to the Division.

SEPTEMBER 2014

A current list of LBED Locals has been requested from Staff.

LOCAL	2011	Status	Amount		LOCAL	2012	Status	Amount
162	\$1,132.12	PAID	\$1,132.12		162	\$941.16	PAID	\$941.16
163	\$2,093.74	PAID	\$2,093.74		163	\$1,793.66	PAID	\$1,793.66
164	\$1,023.00				164	\$907.06	PAID	\$907.66
165	\$1,132.12	PAID	\$1,132.12		165	\$1,050.28	PAID	\$1,050.28
284	\$934.34	PAID	934.34		284	\$818.40		
285	\$1,664.08	PAID	\$1,664.08		285	\$1,432.20		
286	\$1,275.34	PAID	\$1,275.34		286	\$1,091.20	PAID	\$1,091.20
287	\$1,500.40	PAID	\$1,500.40		287	\$1,343.54	PAID	\$1,343.54
288	\$2,434.74	PAID	\$2,434.74		288	\$2,018.72	PAID	\$2,018.72
375	\$1,043.46		\$1,043.46		375	\$1,036.64	PAID	\$1,036.02
376	\$2,380.18	PAID	\$2,380.18		376	\$2,161.94		
377	\$1,575.42	PAID	\$1,575.42		377	\$1,391.28		
378	\$1,991.44	PAID	\$1,991.44		378	\$1,739.10	PAID	\$1,739.10
379	\$1,364.00	PAID	\$1,364.00		379	\$1,377.64		
4100	\$1,063.92	PAID	\$1,063.92		4100	\$961.62	PAID	\$961.62
497	\$1,227.60				497	\$1,241.24		
498	\$1,002.54				498	\$757.02		
499	\$3,307.70				499	\$2,809.84	PAID	\$2,809.84
5107	\$2,809.84	PAID	\$2,809.84		5107	\$2,557.50	PAID	\$2,551.50
5108	\$2,475.66	PAID	\$2,475.66		5108	\$2,018.72	PAID	\$2,018.72
5109	\$2,046.00	PAID	\$2,046.00		5109	\$1,875.50		
5110	\$1,895.96	PAID	\$1,895.96		5110	\$1,848.22	PAID	\$1,848.22
5111	\$1,595.88				5111	\$1,411.74		
602	\$177.32				602	\$156.86		
609	\$75.02				609	\$88.66		
611	\$47.74	PAID	\$47.74		611	\$54.56		
681	\$763.84	PAID	\$763.84		681	\$634.26		
682	\$545.60				682	\$450.12	PAID	\$450.12
683	\$456.94	PAID	\$456.94		683	\$470.58	PAID	\$470.58
703	\$61.38	PAID	\$61.38		703	\$47.74		

704	\$54.56	PAID	\$54.56		704	\$61.38		
705	\$54.56				705	\$20.46		
721	\$27.28				721	\$27.28		
723	\$40.92	PAID	\$40.92		723	\$40.92		
724	\$61.38				724	\$47.74		
725	\$20.46	PAID	\$20.46		725	\$20.46	PAID	\$20.46
726	\$20.46				726	\$27.28		
727	\$68.20				727	\$61.38		
728	\$61.38				728	\$54.56		
729	\$88.66	PAID	\$88.66		729	\$115.94	PAID	\$115.94
735	\$34.10				735	\$47.74		
741	\$654.72	PAID	\$572.88		741	\$525.14	PAID	\$525.14
\$42,284.00		\$32,920.14			\$37,537.28		\$23,693.48	

*updated Sept 2014

LOCAL	2013	Status	Amount
162	\$1,282.16		
163	\$1,875.50	PAID	\$1,875.50
164	\$1,002.54		
165	\$1,145.76	PAID	\$1,145.76
284	\$1,023.00		
285	\$1,773.20		
286	\$1,288.98		
287	\$1,623.16	PAID	\$1,623.16
288	\$2,189.22	PAID	\$2,189.22
375	\$1,016.18		
376	\$2,496.12		
377	\$1,677.72		
378	\$1,752.74	PAID	\$1,752.74
379	\$1,432.20		
4100	\$1,227.60		
497	\$1,486.76		
498	\$988.90		
499	\$3,641.88		
5107	\$2,728.00	PAID	\$2,728.00
5108	\$2,059.64	PAID	\$2,059.64
5109	\$1,923.24		
5110	\$2,093.74	PAID	\$2,093.74
5111	\$1,418.56		
602	\$190.96		

609	\$75.02		
611	\$47.74		
681	\$668.36		
682	\$497.86		
683	\$504.68	PAID	\$504.68
703	\$47.74		
704	\$47.74		
705	\$40.92		
721	\$34.10		
723	\$40.92		
724	\$47.74		
725	\$20.46		
726	\$27.28		
727	\$54.56		
728	\$47.74		
729	\$136.40	PAID	\$136.40
735	\$40.92		
741	\$791.12	PAID	\$716.10
\$42,509.06			\$16,824.94

*updated Sept 2014

NOVEMBER 2014

Ongoing updates will be provided in the Secretary Treasurer Report above.

Status CLOSED

32. Scheduling Grievance updates

Discussion NOVEMBER 2013

No further time to complete agenda

JANUARY 2014

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.

APRIL 2014

The officers are meeting with members in Peterborough to discuss the details of Arbitration as the initial date has been rescheduled.

SEPTEMBER 2014

The Grievors continue to push the grievance forward and want the Union to advance their group grievance to Arbitration.

	<p><u>NOVEMBER 2014</u> Going forward an update will be provided in the Vice Chair's Report above.</p>
Status	CLOSED
41. New Campaigns Officer	
Discussion	<p>Introduction to new temporarily assigned Campaigns officer to LBED. Future campaigns and strategies will be discussed with Marc and the Anti-Privatization committee.</p> <p><u>SEPTEMBER 2014</u> Introduced to Noemi Khondo as our new LBED assigned Campaigns officer.</p> <p><u>NOVEMBER 2014</u> Noemi will be working with LBED on Human Rights and Anti-Privatization Campaigns.</p>
Status	CLOSED
44. Composite Local Contact Info	
Discussion	<p>The Divisional Chair is continuing to try and connect with LBED members in composite locals. These members are often times in non LBED locals in remote areas of the province.</p> <p><u>SEPTEMBER 2014</u> The Chair has requested that OPSEU Staff provide an updated list of Locals with LBED members to ensure our data is up to date.</p>
Status	CLOSED
45. Discussion of Clarke Commission Advisory Panel	
Discussion	<p>The Liberal government has created an advisory panel lead by TD Bank president and CEO Ed Clark to find ways of getting more value out of key public assets such as the Liquor Control Board, Ontario Power Generation and Hydro One.</p> <p>OPSEU Staff in conjunction with Smokey Thomas, Denise Davis and Richard Woodall are preparing to make a presentation to the Clark Commission Advisory Panel. The Union will address key Anti-Privatization issues and present repatriation of Agency Stores as additional provincial revenue sources. It is estimated the Commission will report their findings as early as December 2014 to the government. Having a carefully planned and strategic campaign started prior to the report being released is essential.</p> <p><u>NOVEMBER 2014</u> Going forward updates regarding the Clark Commission will be provided in the Chair report above.</p>
Status	CLOSED
46. Email address update	
Discussion	<p>It is important to ensure the Div-Ex has the current and correct contact information for all Locals. If you have had any changes to your LEC please submit the form attached to lbedsecretary@rogers.com</p>
Status	CLOSED

47. LBED Policies

Discussion

LBED POLICY (01/07) - Divisional Executive Observer Status for OPSEU Conventions

Divisional Executive Members who may be attending the OPSEU convention as an alternate or an observer shall be funded by the Division, for all reasonable travel, meals and accommodation expenses not otherwise covered by OPSEU or home local policies.

LBED POLICY (02/07) - Local Tours

Each local or member unit will be allotted up to 7 days from the Bank of 900 days for annual local tours, provided the Local President or unit steward submits a detailed itinerary to the Division Chair or designate for approval no less than 30 days in advance.

LBED POLICY (03/07) - All Presidents Meetings

In those years that no LBED Divisional meeting is held the Chair of the Division will call regionally based meetings. These meetings will be attended by all Local Presidents and/or Unit Stewards. The Regional Labour Management Chair will also be entitled to attend.

LBED POLICY (04/07) - The BPS All Chairs Meeting

The Division Chair shall ensure that he/she or their designate will attend the BPS All Chairs Meetings.

LBED POLICY (05/07) - Lost Wages or Travel Time for Sundays

The Division will not pay lost wages or travel time for Sundays.

LBED POLICY (06/10) - Divisional Emergency Assistance Fund

The Emergency Fund has been established to provide assistance for LBED members of OPSEU who are experiencing an immediate, severe and temporary situation due to an emergency. A member with long standing financial challenges will not meet the requirements.

This will be on a first come, first served basis until the fund is exhausted. If the fund is exhausted, further applications cannot be considered until the fund is re-established. The monies available for the fund vary as these funds are as a result of fundraising.

The Divisional Emergency Fund is for members in good standing, who are experiencing unexpected and temporary financial hardship. The Emergency Fund committee will require confirmation that the applicant has explored other avenues, such as local hardship funds and regional hardship fund of possible support before applying for the hardship fund. Applicants must be willing to repay the award from the hardship fund should their circumstances allow.

Request for assistance to the fund must be submitted by the member on the Divisional Emergency Fund application form. Under exceptional circumstances the application may be filed by an individual advocating on behalf of the applicant. Application forms can be requested through LBED officers.

All requests are to be submitted to the LBED Officers or via the LBED Negotiator, 100 Lesmill,

	Toronto, Ontario and will be processed in a timely manner with the strictest confidence.																											
Status	CLOSED																											
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> <p><u>JANUARY 2014</u> The Div-Ex inquired to Staff Supervisor 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;</p> <table border="1"> <thead> <tr> <th>Committee</th> <th>Submitted budget 2014</th> <th>Approved budget 2014</th> </tr> </thead> <tbody> <tr> <td>Pay Equity</td> <td>\$21,200</td> <td>\$21,200</td> </tr> <tr> <td>Benefits</td> <td>\$4,000</td> <td>\$4,000</td> </tr> <tr> <td>EAP</td> <td>\$6,000</td> <td>\$6,000</td> </tr> <tr> <td>DIVEX</td> <td>\$34,800</td> <td>\$34,800</td> </tr> <tr> <td>Grievance</td> <td>\$10,000</td> <td>\$10,000</td> </tr> <tr> <td>PLMC</td> <td>\$42,000</td> <td>\$20,000</td> </tr> <tr> <td>RLMC</td> <td>\$85,000</td> <td>\$50,000</td> </tr> <tr> <td>H&S</td> <td>\$31,000</td> <td>\$15,000</td> </tr> </tbody> </table> <p>The Div-Ex 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 Div-Ex 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 Employer as there is no central budget allocated. The Div-Ex will review and respond.</p> <p><u>APRIL 2014</u> The Divisional Officers have scheduled a meeting to discuss budget concerns with OPSEU leadership.</p> <p><u>SEPTEMBER 2014</u> The Executive indicated to OPSEU Staff of their concerns as the PVR Committee is currently funded under the RLMC budget. Our Regional Committees could be at risk if PVR continues to be funded out of that budget line.</p> <p><u>NOVEMBER 2014</u> The leadership will ensure that appropriate funding is available to do business if necessary.</p>	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
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Status	CLOSED																											

49. LBED Facebook page	
Discussion	A discussion surrounding whether Facebook notifications of postings could be shared with the Executive. It was explained that notifications can be set up on your phone to notify any member of new postings.
Status	CLOSED
50. Attendance to LBED Committee meetings as Ex-Officio	
Discussion	A concern was brought forward from the Grievance Committee as the Chair of the Division has attended 4 out of the 6 meetings that have been scheduled so far. The concern is regarding the budget of said committee and the possibility of exceeding the OPSEU budget. OPSEU Staff advised that the Chair of the Division is entitled to attend. After much debate the Vice Chair will ensure all documents are forwarded to the Chair and the Chair will consult staff about invites to join the committee. Trainor will verify with Committee Staff regarding the budget.
Status	CLOSED
51. Anti-Privatization budget for additional research	
Discussion	<p><u>MOTION # 2</u></p> <p>The Anti-Privatization Chair recommends that the Clark Commission had reported that one of their recommends that there be an expansion of privately owned wine stores be introduced to Ontario as well as the possibility of stand-alone Craft Brewery Stores a campaign be developed.</p> <p>We feel that once privately owned stores are opened up there will be erosion of sales of the LCBO resulting in lost hours for our Casual members.</p> <p>We feel that increased distribution will deteriorate social responsibility of the sale of alcohol in Ontario</p> <p>The objective of the Campaign are;</p> <ol style="list-style-type: none"> 1) The Campaigns Department in conjunction with the Anti-Privatization Committee develop the campaign. 2) The development of the campaign will use the information from polling and focus groups. 3) That the expanded distribution of alcohol will have negative impact on the social costs to tax payers. <p>Moved by: Woodall Seconded by: Vanzetten CARRIED</p> <p><u>MOTION # 3</u></p> <p>The Anti-Privatization Chair recommends that the Clark Commission had reported that one of their recommends that there be an expansion of privately owned wine stores be introduced to Ontario as well as the possibility of stand-alone Craft Brewery Stores a campaign be developed.</p> <p>We feel that once privately owned stores are opened up there will be erosion of sales of the LCBO resulting in lost hours for our Casual members</p>

	<p>1) The Liquor Board Employees Division is proposing to conduct public opinion research with a view to strengthening the union’s messaging around social responsibility and the private sale of alcohol.</p> <p>2) We also need to determine the attitudes of our members to what are the issues they feel are important so that they will support our campaign.</p> <p>3) The cost of the Focus Groups and Polling will be \$70,000.00</p> <p>The goal is to stop any further expansion of privately owned wine and craft brewery stores. Moved by: Woodall Seconded by: Vanzetten CARRIED</p>
Status	CLOSED
52. New letters sent to members for medical information	
Discussion	Request to defer discussions till next meeting
Status	CLOSED
53. New NOID rollouts in warehousing	
Discussion	The Employer has implemented a pilot project in Logistics of handing out NOID’s in the workplace rather than mailing these to members home. The Union expects regular updates. The Employer is to copy the Local Union Representatives on such types of communication, the meetings are to be mutually arranged and agreed upon and the results of such meetings are to be shared with the Employee and the Local President.
Status	CLOSED
54. UFCW Update (Update from Campaign Staff Nov 25 @ 1pm	
Discussion	<p>OPSEU Staff informed the Executive of the UFCW’s request for LBED to join them in a campaign to not carry 12 packs in our stores. The Executive feel since we are currently reviewing the negative implications from the Clark Commissions recommendations it would not be wise to enter into any campaign that could potentially harm our members.</p> <p><u>MOTION #1</u></p> <p>The Anti-Privatization Chair recommends that LBED not participate in the suggested campaign offered by the UFCW because the division is currently reviewing the negative implication of the Clark Commission on our membership.</p> <p>Moved by: Woodall Seconded by: VanZetten CARRIED</p>
Status	CLOSED

22. Divisional Minutes 2013 and By Laws 2013

Discussion	<p>Staff 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 President's Office Staff for presentation to the President.</p> <p><u>NOVEMBER 2013</u> Div-Ex 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 Div-Ex 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> Staff advised the minutes are currently outstanding. They will follow up for a completion date. LBED By-Laws are pending final vetting by Staff and will be sent to the President's Office. Supervisory Staff to follow up with Staff.</p> <p><u>APRIL 2014</u> Emails have been sent to Senior OPSEU Staff for a completion date. A meeting has been scheduled with OPSEU leadership to discuss the outstanding delay.</p> <p><u>SEPTEMBER 2014</u> The Division continues to work with Staff to ensure the minutes and bylaw changes reflect accurate information. A meeting with Staff to discuss issues is pending.</p> <p><u>NOVEMBER 2014</u> A meeting was held on Oct 14th, 2014 to review bylaw changes with Staff. OPSEU Staff will forward when document is complete. The last Divisional Meeting minutes have been approved and signed off. A copy will be provided to the Executive by Staff.</p> <p><u>JANUARY 2015</u> Pending recommendations from OPSEU.</p> <p><u>APRIL 2015</u> The Executive continues to work with OPSEU to achieve a constitutional sound document to present to the delegates at our Divisional Meeting.</p>
Status	CLOSED

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</p>
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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 Staff 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 Div-Ex 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 Div-Ex 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 Div-Ex and sent to Staff 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 Supervisory Staff for review. OPSEU will need to notify the Employer if any changes are made to be made. A follow up with Supervisory Staff 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.

APRIL 2014

Motion by VanZetten – To allot a total of 6.5 (six and a half) days per month to the Divisional Chair to review PLMC documents, ECHO, reply to emails, attend OPSEU Executive Board Meetings and other chair duties as needed.

Seconded by Woodall

CARRIED unanimously

Motion by Woodall – To allot 2 (two) days from the pool for the Division Chair to attend the next Ottawa warehouse Local Labour Management meeting when scheduled.

Seconded by Lusty

CARRIED unanimously

SEPTEMBER 2014

The officers met on July 2nd, 2014 with OPSEU Staff to review the RUL Forms. These forms are currently being revised and will be shared with the membership as soon as available.

NOVEMBER 2014

Currently the RUL forms are in priority sequence and will be shared with the Div-Ex when available.

JANUARY 2015

900 Days Deferred until April 2015 Div-Ex meeting

APRIL 2015

The Executive must propose a budget for the Pool of Days to present to delegates at Divisional

	meeting. Information will continue in Secretary Treasurer's report.
Status	CLOSED
39. Improving Labour Relations (Western Region RLMC)	
Discussion	<p>OPSEU, LCBO and the Ministry of Labour (MOL) are working together to improve Labour Relations. To begin a questionnaire was provided by the MOL to all members who attend Western Region Labour Management meetings as well as the Divisional Executive. The Employer was provided with the same survey. A group session will be scheduled through the MOL with planned activities to gather information and discuss strategies for improving relations.</p> <p><u>SEPTEMBER 2014</u> We have changed consultants and plans for future training will continue.</p> <p><u>NOVEMBER 2014</u> Staff spoke with the Employer about moving forward with improving labour relations in Western Region and the rollout centrally across the province. The Employer is waiting on approval from Senior Management to move forward.</p> <p>In the event that a Regional Labour Management chair experiences difficulty they may request the attendance of the Divisional Chair or designee. The attendance of the Chair would need to be approved by the employer. Costs/expenses of the attending officer will be paid, specifically wages will be paid by the pool of days, and expenses will be paid from the Divisional funds.</p> <p>Motion by: Jen Seconded by: Jeremy</p> <p>CARRIED</p> <p><u>JANUARY 2015</u> Davis is looking to assist RLMC Chair's if needed and if necessary will bring the issue to the PLMC.</p> <p><u>APRIL 2015</u> No further information.</p>
Status	CLOSED
48. LBED Caucus at OPSEU Convention 2015	
Discussion	<p>Convention 2015 takes place May 7 – 9, 2015. Preference of having the LBED Caucus at noon on May 7th, 2015. Meeting room TBD. Caucus Booklet must be sent to Locals no later than April 23rd, 2015 for review.</p> <p><u>JANUARY 2015</u> LBED Caucus to be Thursday May 7th 2015. The first day of convention. Negotiator to contact staff for meeting room to fit 150 people.</p> <p><u>APRIL 2015</u> No further updates</p>

Status	CLOSED
55. All Chairs Committee Terms of Reference	
Discussion	The BPS All Chairs committee forwarded their terms of reference for the LBED Div-Ex to approve <u>APRIL 2015</u> Terms of reference were approved. Minutes showing the approval need to be sent to the Chair of the All Chairs.
Status	CLOSED
56. Educational for 2015 LBED Divisional meeting	
Discussion	Staff canvassed the Div-Ex to see if an educational could be fit into the meeting agenda. The courses to choose from are 3-6 hours in length. Due to the length of the Divisional meeting which includes reports, bylaw review, elections to all committees and taking into consideration child care provided after hours it was determined by a unanimous vote to forego educational at the June meeting. It is important to ensure that a Human Rights complaint update is provided to the members from the OPSEU legal counsel and Steve Nield. <u>APRIL 2015</u> The Div-Ex will revisit the idea of an educational for LBED Divisional meeting in 2017.
Status	CLOSED
57. Anti-Privatization Report on polling initiative	
Discussion	Details provided in the Anti-Privatization Chairs Report
Status	CLOSED
58. Feb 2015 Meeting with LCBO Senior Management Representative	
Discussion	The meeting will take place at the LCBO head office and OPSEU staff was invited , the Anti-Privatization Committee will be present as well as the Chair and Vice Chair will be in attendance for this meeting that is only held once a year. Please see questions that will be taken to the meeting with the LCBO management team. The Chair will update the Div-Ex. <u>APRIL 2015</u> Discussions took place with Employer and the Union will continue to monitor Wynne and the Ed Clark Advisory Panel. Both parties endeavor to share information when available.
Status	CLOSED
60. Portable Printers for Officers	
Discussion	<u>MOTION TWO: Lusty Seconded Van Zetten</u> The Divisional Executive Officers are often required to print on the go, and to have proper equipment to do so. There is a need to provide the Executive officers with printed material when travelling; therefore the Divisional Executive shall approve the purchase of three (3) portable printers at the rate of \$199.99 plus taxes for each officer. The total should not exceed \$750.00 and be funded from the divisional dues.

	<p><u>CARRIED – unanimously</u></p> <p><u>APRIL 2015</u> Printers were purchased and added to the Divisional Asset list.</p>
Status	CLOSED
61. Terms of References for all LBED Committees	
Discussion	<p>A review will be taken to ensure all committees have current and up to date terms of reference</p> <p><u>APRIL 2015</u> Each committee will be asked to discuss the current Terms of Reference and update if necessary. Once completed, all Terms of Reference shall be forwarded to the Divisional Executive.</p>
Status	CLOSED
Discussion	
Status	
Discussion	
Status	