


These minutes are NOT to be posted in the workplace or online as they include sensitive data.

 <p>Liquor Board Employees Division Division des employés de la régie des alcools</p>	<h1>LBED Divisional Executive Minutes</h1>
<p>Divisional Executive Meeting July 7th & 8th, 2015 Web Conference</p>	
Attendees	<p>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</p> <p>Mark Kotanen, OPSEU Negotiator</p>
Call to order 9:30 AM.	
1: Adoption of Agenda	
Discussion	Items added to the agenda: Grievances
Motion by:	Lusty– To accept agenda
Seconded by:	VanZetten
RESULT:	CARRIED
2: Previous Minutes	
Discussion	April 2015 minutes have been reviewed and edited by the Divisional Executive on July 8 th , 2015.
Motion by:	Woodall– To accept April 2015 minutes and distribute to Locals.
Seconded by:	VanZetten
RESULT:	CARRIED
3: Matters arising from minutes	

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Discussion	None																																								
Motion by:																																									
Seconded by:																																									
RESULT:																																									
Officer Reports																																									
4: Chair Report																																									
Discussion	Report presented by: Davis																																								
REPORT:	<p style="text-align: center;"><u>Provincial Labour Management Committee (PLMC) update</u></p> <p>Our most recent PLMC meeting was held on June 24, 2015. The three Divisional Officers attended along with Dianne Perry, Mike Garner and Rick Woodall who presented information on our campaign initiative regarding the good work that LBED members do in the workplace. As usual once the minutes are finalized they will be emailed out to all Local Presidents for their reference and posted in all workplaces for members to read. The most recent minutes that have been posted in all workplaces are dated September 11, 2014. A summary of all provincial meeting dates which include the regional committee meetings is below. Local Presidents and regional committee chairs use these meetings to bring forward and discuss local labour management issues that need to be resolved. It is the not the forum to discuss issues that have been grieved.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><u>2015</u> Labour/Management meetings</th> <th style="text-align: center;"><u>Committees meet 4</u> <u>times per year</u></th> <th style="text-align: center;"><u>Date</u></th> <th style="text-align: center;"><u>Chair</u></th> </tr> </thead> <tbody> <tr> <td>January</td> <td>Ottawa Warehouse</td> <td>January 16</td> <td>Clint Skakun</td> </tr> <tr> <td></td> <td>Western Region</td> <td>January 21</td> <td>Robin Reath</td> </tr> <tr> <td></td> <td>Central Region</td> <td>January 23</td> <td>Mike Garner</td> </tr> <tr> <td></td> <td>Durham Warehouse</td> <td>January 29</td> <td>Jeremy Trainor</td> </tr> <tr> <td>March</td> <td>PLMC</td> <td>March 17</td> <td>Denise Davis</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>April</td> <td>Northern Region</td> <td>April 22</td> <td>Anne Makela</td> </tr> <tr> <td>May</td> <td>Durham Warehouse</td> <td>May 11</td> <td>Jeremy Trainor</td> </tr> <tr> <td></td> <td>Central Region</td> <td>May 26</td> <td>Mike Garner</td> </tr> </tbody> </table>	<u>2015</u> Labour/Management meetings	<u>Committees meet 4</u> <u>times per year</u>	<u>Date</u>	<u>Chair</u>	January	Ottawa Warehouse	January 16	Clint Skakun		Western Region	January 21	Robin Reath		Central Region	January 23	Mike Garner		Durham Warehouse	January 29	Jeremy Trainor	March	PLMC	March 17	Denise Davis					April	Northern Region	April 22	Anne Makela	May	Durham Warehouse	May 11	Jeremy Trainor		Central Region	May 26	Mike Garner
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	Western Region	May 27	Robin Reath
	Ottawa Warehouse	May 28	Clint Skakun
June	PLMC	June 16	Denise Davis
	Northern Region	June 17	Anne Makela
July	Eastern Region	July 3	Dianne Perry
August	Central Region	August 14	Mike Garner
	Durham Warehouse	August 18	Jeremy Trainor
	Western Region	August 26 (tentative)	Robin Reath
September	Eastern Region	September 2	Dianne Perry
	PLMC	September 11	Denise Davis
	Northern Region	September 16	Anne Makela
	Ottawa Warehouse	September 16	Clint Skakun
October	Western Region	October 19 (tentative)	Robin Reath
	Durham Warehouse	October 20	Jeremy Trainor
	Eastern Region	October 22	Dianne Perry
	Central Region	October 23	Mike Garner
November	PLMC	November 5	Denise Davis
	Northern Region	November 18	Anne Makela
December			

LBED Employment Equity Committee meetings

The meeting dates for 2015 are February 17th, May 20th, September 9th and November 25th 2015. A new call out for two new members to sit on the Employment Equity Committee is going out for the next two year term. The Committee is examining the LCBO policy on formal investigations- internal and external and will be sharing our input regarding the policy with the employer before the next meeting. The committee has been discussing the expansion of the LCBO Diversity day to include other areas and divisions around the province. We all have diverse workforces and we could make this a great celebration. More details to follow on how locals could participate. We will be producing articles to submit to the LBED Divisional newsletter the “Echo” with the assistance of the Equity department.

OPSEU's Equity Unit

Remember that there are great resources within OPSEU that all members within the province can access. If you are preparing handouts for the new employee orientation meetings please feel free to contact the Equity Unit to get some materials. Tim Vining is the OPSEU staff representative that assists our division. He can be reached at tvining@opseu.org or call 1-800-268-7376.

The Equity Unit also provides strategic expertise and support to staff and individual members in relation to campaigns, grievances, mediation, harassment and discrimination complaints, policy initiatives and training related to human rights. The Equity Unit can be contacted in confidence at equity@opseu.org , 416-443-8888 or 1-800-228-7376 ext. 8790 <http://opseu.org/information/equity-committees-and-caucuses>.

OPSEU Human Rights Complaint- update

The Human Rights complaint is proceeding and a meeting took place with OPSEU/LBED and the LCBO on June 22nd. An update was provided to the Div-Ex and mediation continues.

We encourage all casual members to send in their casual testimonials to Steve Nield at snield@opseu.org At the present time the legal counsel who is representing OPSEU in this case is contacting individuals that have signed onto the complaint to go over plans and details before the formal hearing begins. Again if members haven't signed up to participate please contact Steve Nield.

2015 LBED Divisional Meeting

The 2015 Liquor Board Employees Division meeting was held on June 6th and 7th at the Sheraton Hotel, 123 Queen Street West. At the LBED meeting we adopted and approved the revised Divisional By-laws and Negotiating Procedures resulting from our 2013 Divisional meeting. OPSEU will be preparing minutes and finalizing and approving the bylaws. Once this is complete they will be forwarded to all Local Presidents and LBED Committee Chairs.

All LBED provincial positions were open for election and the results of the meeting can be found on the OPSEU website. You can go to the OPSEU website to see full details on Sector 26 LBED elections <http://opseu.org/news/bps-conference-ends-election-new-divisional-executives>

	<p>We had a lot of divisional work to do during the course of the two day meeting, it was a great meeting and a big thank you goes out to all who assisted in getting the work done. On behalf of the current Divisional Executive we extend a big thank you to those who ran for election for provincial positions and a big congratulations to those members who were elected to represent LBED members province wide, I myself find it a great honour to represent LBED members and look forward to working with this strong and dedicated division and building a better future for our members.</p> <p><u>OPSEU Executive Board members contact information</u></p> <p>Go to the OPSEU website to get the contact information for your respective Executive Board members. http://opseu.org/information/leadership. You will need to know which region you are connected with.</p> <p><u>Connecting with OPSEU: update your membership information</u></p> <p>Call OPSEU Resource Centre at 416-443-8888 or Toll Free 1-800-268-7376. If you have election meetings in your local please ensure that your staff representative shares the new contact information with the LBED Secretary/Treasurer as this is not automatically done.</p>
Moved by:	Woodall– To accept report as presented
Seconded by:	Lusty
RESULT:	CARRIED
5: Vice Chair Report/Grievance Committee Report	
Discussion	Report presented by: VanZetten
REPORT:	<p>Your newly elected Grievance Committee is Tracy Vyfscaft L 377, Mark Laocque, Local 499.</p> <p><u>Key Grievances:</u> Managers doing Bargaining Unit Work: Agency Worker Policy Grievance 50 Job Policy Grievances : LOA 2013 Bargaining Casual Pay In Lieu</p>

	<p>PVR Policy Grievance.</p> <p>The Division has over 1300 at Stage 4 The first grievance Committee is set for August 13 &14, 2015.</p> <p><u>Vice Chair /Med Arb Dates 2015</u></p> <p>July 24, VC Lee, Central Region Retail Aug 21, VC Lee, Durham Warehouse October 28 and 29, VC Devins, Northern Region Barrie November, 3 and 4, VC Narin, Region and Location TBD December 1 and 2, VC Narin, London Warehouse December 21, VC Lee, Durham Warehouse</p> <p><u>Past Dates 2015</u></p> <p>January 26 and 27 VC Devins Western Region Windsor 27th was cancelled Feb. 23 VC Devins Eastern Region Retail Feb 24 VC Devins Ottawa warehouse March 17 and 18 VC Devins, Ottawa Warehouse April 9 and 10 Vc Devins Northern Region Retail Barrie and Surrounding May 13 VC Devins Eastern Region June 18 and 19 VC Devins Western Region Retail London June 24 and 25 VC Narin London Warehouse</p>
Moved by:	Woodall– To accept report as presented
Seconded by:	MacLeod
RESULT:	CARRIED
6. Secretary/Treasurer’s Report	
Discussion	Report submitted by: MacLeod
REPORT:	

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Divisional Dues LBED Account

1802980

Statement Date

March 31, 2015

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.00
Business Chequing	\$41,338.33
Membership Shares	\$25.00
Total Deposits	\$41,363.33

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
28-Feb-15				\$0.00
Balance as of:				
31-Mar-15				\$0.00

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
28-Feb-15				\$41,603.78
17-Mar-15	Cheq #219 - C. Hadley (By-Law Review)	\$94.00		\$41,509.78
	*Issued to cover expenses for LBED By-Law Review 2015			
24-Mar-15	Cheq #224 - D. Davis (Supplies)	\$21.76		\$41,488.02
	*Issued to cover expenses for Supplies			

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26-Mar-15	Cheq #226 - J. Trainor (Phone)	\$143.49		\$41,344.53
	*Issued to cover expenses for Vice Chair Cell (Dec 2014-Feb 2015)			
31-Mar-15	Statement Fee	\$5.00		\$41,339.53
31-Mar-15	Service Charge	\$1.20		\$41,338.33
<i>TOTALS</i>		\$265.45	\$0.00	
Balance as of: 31-Mar-15				\$41,338.33

Divisional Dues LBED Account
Statement Date

1802980
April 30, 2015

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.00
Business Chequing	\$39,271.34
Membership Shares	\$25.00
Total Deposits	\$39,296.34

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward 31-Mar-15				\$0.00
Balance as of: 30-Apr-15				\$0.00

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				

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31-Mar-15			\$41,338.33
01-Apr-15	Cheq # 226 - OPSEU Accounting (Chair Cell Phone)	\$203.40	\$41,134.93
	*Issued to cover expenses for LBED Chair cell phone Nov 2014-Jan 2015		
14-Apr-15	Cheq # 228 - S. Lusty (By Law Review)	\$345.24	\$40,789.69
	*Issued to cover expenses for April 2015 By Law meeting		
14-Apr-15	Cheq # 231 - J. VanZetten (By Law Review)	\$475.64	\$40,314.05
	*Issued to cover expenses for April 2015 By Law meeting		
15-Apr-15	Cheq # 229 - D. Davis (Supplies & Board Meeting)	\$309.61	\$40,004.44
	*Issued to cover expenses for stamps & March Board meeting		
20-Apr-15	Cheq # 232 - C. Hadley (By Law Review)	\$137.00	\$39,867.44
	*Issued to cover expenses for April 2015 By Law meeting		
20-Apr-15	Cheq # 234 - R. Reath (By Law Review)	\$474.50	\$39,392.94
	*Issued to cover expenses for April 2015 By Law meeting		
20-Apr-15	Cheq # 233 - C. MacLeod (By Law Review)	\$112.40	\$39,280.54
	*Issued to cover expenses for April 2015 By Law meeting		
30-Apr-15	Statement Fee	\$5.00	\$39,275.54
30-Mar-15	Service Charge	\$4.20	\$39,271.34
TOTALS		\$2,066.99	\$0.00
Balance as of: 30-Apr-15			\$39,271.34

Divisional Dues LBED Account

1802980

Statement Date

May 31, 2015

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.00
Business Chequing	\$38,831.91
Membership Shares	\$25.00

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Total Deposits		\$38,856.91		
Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Apr-15				\$0.00
Balance as of:				
31-May-15				\$0.00
Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Apr-15				\$39,271.34
20-May-15	Cheq # 235 - S. Lusty (LBED Policy 07-01)	\$365.43		\$38,905.91
	*Issued to cover expenses for shared room to Convention 2015			
22-May-15	Cheq # 236 - OPSEU Accounting (Chair Cell Phone)	\$67.80		\$38,838.11
	*Issued to cover expenses for Chair Cell Phone Feb 2015			
29-May-15	Statement Fee	\$5.00		\$38,833.11
31-May-15	Service Charge	\$1.20		\$38,831.91
<i>TOTALS</i>		\$439.43	\$0.00	
Balance as of:				
31-May-15				\$38,831.91

LBED Members Saving Credit Union Account
Statement Date

1044470
March 31, 2015

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$3,308.41
Business Chequing	\$191.29
Membership Shares	\$25.00
Total Deposits	\$3,524.70

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-14				\$3,305.93
31-Mar-15	Interest		\$2.48	\$3,308.41
Balance as of:				
31-Mar-15				\$3,308.41

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-14				\$491.89
25-Mar-15	Cheq #10 - LBED Hardship	\$300.00		\$191.89
*Issued to cover approved application for LBED Hardship				
31-Mar-15	Service Charge	\$0.60		\$191.29

TOTALS		\$300.60	\$0.00	
Balance as of: 31-Mar-15				\$191.29
900 DAY POOL				
<p>The 900 day pool invoice is prepared by the LCBO according to the time off billed to Dept 858 of the LCBO. Currently the LCBO provides invoices approximately three (3) months after the member's time has been taken. Amounts below are after LBED review and flagged corrections have been returned by the employer.</p> <p>Be advised these numbers are an estimation based on the date of this report and may be subject to change.</p> <p>The amount of days charged to the 900 day pool in March 2015 was 75.406 days. The amount of days charged to the 900 day pool in April 2015 was 86.0625 days.</p> <p>The Div-Ex must endorse a budget for the Pool of Days and LBED unfunded committees for June 2015 – June 2017.</p> <p>The Trustee Audit Report is not complete and was passed by the delegates attending Divisional meeting pending documents from OPSEU.</p>				
Moved by:	Woodall – To accept report as presented			
Seconded by:	Lusty			
RESULT:	CARRIED			
Committee Reports				
7: Health and Safety Committee Report				
Discussion	Report presented by: Mithrush			
REPORT:	As you are probably aware, members in our division have tough, physical jobs			

which create numerous injuries and the need for accommodations. LBED accounts for 4% of the OPSEU membership yet it has a 25% of all of OPSEU's WSIB appeals. The LCBO's idea of health and safety prevention is sporadic initiatives that never seem to go province-wide to help reduce injuries at work. Moreover, many of our workplaces are too small for JHSCs and operate with an inadequately trained H&S rep. So while the LCBO holds up their job rotation schedule as "proof" that the job isn't repetitive, despite the fact that job rotation is not workable and often does not occur, injured workers are having their claims for compensation denied.

The LCBO also offers RTW before knowing the worker's restrictions. This "blanket" offer of return to work makes a mockery of what is supposed to be the individualized nature of accommodations. The strategy robs the worker of WSIB Loss of Earnings Benefits and disqualifies the worker from sick leave all at the same time. The result—the worker is often at home, injured and without pay of any kind. Those workers who return to work in these often unsuitable accommodation plans sustain or worsen their injuries.

For these reasons, the PHSC brought a proposal to the board to fund an ergonomic study. This project has been approved for funding and it will deliver TWO practical tools to our membership to use in health and safety on a go-forward basis.

Part 1

We will work with University of Waterloo to pilot an online ergonomic survey. The survey will estimate the loads and the physical demands in each of 84 stores and 2 warehouses. A steering committee of 5 will meet with the researchers 3 times. The PHSC, will select at least one person in 84 stores (and at least 2 warehouses) to fill out a 25-min online survey. The survey estimates weight and frequency of loads, estimates push and pull movements, and asks other asks other ergonomic questions (see attachment). Also, we will hold 2 regional sessions to invite store reps to learn about how to do the survey and support them to do the survey. After the survey, each participating location would receive a report identifying priority hazards for that location (lifting, loading, posturing data). For example, the data will quantify how many people are doing what type of work for how long.

This data will have many uses for our members:

- i. Prevention: The data will be specific for each location to help our H&S representatives and worker committee members make recommendations to the employer to improve workplace conditions.

- ii. The data will provide specific information about the job tasks that will help us obtain more appropriate accommodations
- iii. This data will be used in Part 2 of this project to add validity to the physical demands descriptions that we will create that describe our work.

Part 2

We want to create Physical Demands Descriptions (PDD's) for LBED jobs/tasks to use in JHSC prevention and compensation claims. For example, at RSI Day a United Steelworkers Rep described two female warehouse workers who did the same job.

- i. The workers did the same jobs
- ii. The workers rolled their carts down the same ramp,
- iii. The workers piled the same amount of weights on those carts,
- iv. The workers suffered the same injuries.

BUT only ONE of these women's claims was approved by WSIB. Why was that? One got approved for compensation because she created her own description of the physical movements in her job!! WSIB made its decision looking at her documents as well as the standard ones submitted by the employer. The lady who got denied relied only on the employer and WSIB forms which did not describe her job so well.

Hence, we want to learn from this example. We want to create our own physical demands descriptions that our members need to use when filing a WSIB claim or seeking accommodation. The Occupational Health Clinics for Ontario Workers (OHCOW) has a new guide about how to develop physical descriptions of jobs. It is called the "OHCOW Physical Demands Description Handbook." (see attachment) And OHCOW has agreed to assist us to learn how to create written descriptions of the physical demands of LCBO CSRs and warehouse workers. (Note: The steering committee will meet with OHCOW 3x.)

The plan is to hold a tele-town hall session to communicate results of the survey to our members as well as provide guidance and instructions for our members to always use our own PDDs –along with any employer paperwork for their WSIB claims. The completed PDDs will also be used by JHSC & H&S reps in prevention efforts as well as by local stewards and workers to support WSIB claims, accommodations processes, grievance hearings, and collective bargaining language proposals.

	<p>Resources we have that will go toward the project:</p> <ul style="list-style-type: none"> •The Div Ex has given the Prov H&S Committee six 900-pool days to put towards the project. Steering committee meeting dates will coincide with provincial health and safety meetings to reduce costs. •The test locals will also donate zone tour days and at least one 80/20 day. •Dr. Phil Bigelow and Niki Carlan from University of Waterloo and CRE-MSD will work with us for free. They will provide the online survey, sort all results, and provide us with reports for all the worksites as well as a provincial summary •Occupational Health Clinics for Ontario Workers (OHCOW)’s Curtis Vandergriendt (occupational ergonomist) will work with us free of charge to help us to develop the PDD’s. •Helpful resources from OPSEU would include: <ul style="list-style-type: none"> -OPSEU Health and Safety Unit -campaign officer to assist us throughout the project—to develop campaign materials and help organize the town hall -Assistance to have the Pensions and Benefits Department review the draft PDDs. -A budget to use for six steering committee meetings of 5 people, the member sessions in two regions, and a tele-town hall. <p>Last PHSC meeting: May 5, 2015 @ LCBO GTA Next PHSC meeting: September 17, 2015 @ OPSEU HO</p> <p>PHSC Updates: New Members to PHSC: Nick Papadimitriou, Local 5108 & Debbie McGuinness, Local 5110</p> <p>*See attachment included for proposal</p>
Moved by:	VanZetten- To accept report as presented
Seconded by:	MacLeod
RESULT:	CARRIED
8: Education and Communications Committee Report	
Discussion	Report presented by: Hadley

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REPORT:	<p>The committee will be having a conference call on Saturday July 11. A face-to-face meeting is being worked on and will be take place sometime late summer or early Fall. The meeting will piggyback on OPSEU centrally funded events.</p> <p>The Echo</p> <p>The next Echo will be released when staff resources catch up to the committee’s production. The written components are being worked on by the committee.</p> <p>LBED Insider: Material has been sent to the new grievance committee for review.</p> <p>Facebook: “Likes” continue to rise. Content is added daily.</p>
Moved by:	Lusty - To accept report as presented
Seconded by:	Woodall
RESULT:	CARRIED
9. Pension and Benefits Committee Report	
Discussion	Report presented by: Lusty
REPORT:	<p>The Benefits Committee last met on May 26-27 at the Manulife Head office in Waterloo. We went over the usage of all usage for all benefits. We are seeing trends in pain management and other indicators that our members are having issues with the job tasks and we are not a young work force.</p> <p>The committee was newly elected at BPS and I held my position as Chair. We welcome Shelly Robitaille and Nick Papadimitriou to the group. We have yet to decide who will be the Vice Chair. We will be scheduling meetings for early Sept.</p> <p>There have been a few suicides that we know of recently and Cheri has asked that we connect with the H&S committee and discuss some Mental Health issues that seem to be coming more prominent. We would co-ordinate our meeting dates and maybe spend an hour or so looking at things both committees could do to help.</p> <p>I want to put an article in the ECHO on hospitalization coverage as more members are not sure what is covered by our insurance.</p>

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Moved by:	VanZetten - To accept report as presented
Seconded by:	Mithrush
RESULT:	CARRIED
10. Anti-Privatization Committee Report	
Discussion	Report presented by: Woodall
REPORT:	<p>There were two radio spots developed that are going to be played during the three long weekends during this summer. One ad focuses on the Alberta vs Ontario DWI's and the other on the great job our members do in our challenge and refuse record.</p> <p>The radio ads will air this summer in Toronto, in cottage country and along the Highway 400 and Highway 35/115 corridors. The first flight has already been aired. The result of the first waived resulted in heated discussion allowing President Thomas to be interviewed reinforcing our message.</p> <p>We also held focus groups who reviewed our creative on TV commercials as well as print advertising. The focus groups: Toronto, Tues June 23, 6 - 8 p.m., 8 - 10 p.m., CRC Research Inc. London - Wed, June 24 , 6 - 8 pm, second group at 8 - 10 pm, Insight. The focus groups provided great insight into our media plan.</p> <p>Our Division finally received approval from our Employer to place an ad in the June Food and Drink magazine outlining what a great job are members are doing in social responsibility. This ad also allowed us to develop a button that can be worn by our members in the stores. The button will reinforce the message portrayed in the Food and Drink magazine.</p> <p>Local Presidents and Highest Ranking are urged to contact Mary-Anne DiAdamo, secretary, OPSEU Campaigns Unit, mdiadamo@opseu.org to receive their supply of buttons.</p> <p>Our Committee has asked OPSEU to host a meeting of all the liquor components of NUPGE. This will be a national meeting and we intend to invite our Health Care Partners, the Beer Store Union, Brewers Union, Arrived Alive as well as other interested parties. The objective is to develop a national strategy to combat expansion of alcohol distribution. This proposal is waiting to be presented to the OPSEU Board.</p>

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	<p>Our Committee continues to meet with the Beer Store Union and a meeting has been sent for August 19th, 2015. Our Committee is planning to meet in September to review future strategies on the expansion of alcohol distribution</p> <p>Your Anti-Privatization Committee</p>
Moved by:	VanZetten – To accept report as presented
Seconded by:	Lusty
RESULT:	CARRIED
11. PVR Committee Report	
Discussion	Report presented by: Holmes via email
REPORT:	<p>This years PVR process was extremely challenging, we began the year with all grievances from the last 2 years being pushed on to Arbitration. There are a number of issues that continue to arise year after year and will be touched upon later in this report. Here is the run down for 2015.</p> <p><u>Northern Region;</u> 6 positions created. (1 being a PPT conversion). 19 Outstanding challenges. 7 positions were lost for casual working overnight shift. (the committee has always contested this). 2 positions lost for Sr. casual transfer requests.</p> <p><u>Eastern Region;</u> 15 positions created. 27 Outstanding challenges. 9 positions lost to Sr. casual working overnights. 9 positions lost to Sr. casual transfer requests.</p> <p><u>Central Region;</u> 20 positions created, (1 being applied to LTIP return to work – being challenged) 43 Outstanding challenges. 20 positions lost to Sr. casual working overnights.</p>

18 positions lost to Sr. casual transfer requests.

Western Region;

19 positions created.

46 Outstanding challenges.

11 positions lost to Sr. casual working overnights.

0 positions lost to Sr. casual transfer requests.

Warehousing;

Ottawa,

0 positions created

Grievance filed for 14 Fulltime Warehouse workers.

5 Casual positions to be created and maintained in the warehouse at all times. Created to reduce and ultimately eliminate the need for Agency workers.

Thunder Bay,

0 positions, no challenges.

Durham,

5 positions declared, working with Director on outstanding concerns.

GTA Service Center,

2 positions created.

0 challenges.

London,

0 positions.

Grievance filed for 19 full time warehouse workers.

5 Casual positions to be created and maintained in the warehouse at all times. Created to reduce and ultimately eliminate the need for Agency workers.

Head Office,

0 positions created.

9 Challenges.

12 Temporary transfer between departments challenges.

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	<p>There was an issue this year where a casuals hours worked (from payroll), was transferred to the Casual summary report, there seemed to be some discrepancies in different pockets throughout the Province. All errors were found, any and all discrepancies were challenged by the Committee.</p> <p>There has been a significant increase in the number of Sr. casuals doing temporary assignments (acting A and B store Manager positions). The Committee has challenged all those positions and put the Employer on notice that this practice should not be included in casual hour deductions.</p> <p>Operational needs transfers of Sr. casuals late in the year the hours they worked at their original store should be included. (grieved in the past, awaiting an Arb date)</p> <p>Some training replacement (PC at tastings, cooking classes), Casual on Union business, casual as a District trainer and PLE etc. training. The committees feels that the hour's resulting from these can't be deducted. The casual would be working regardless. (grieved in the past, waiting on an Arb date).</p> <p>PVR positions being posted as FLS positions but were created by a non - FLS casual at a non – FLS store.</p> <p>Past PVR positions vacated by successful candidate shortly after filling are not being replaced, the Committee has filed grievances in past years.</p> <p>Please feel free to ask any questions.</p> <p>This report respectfully submitted By;</p> <p>Dave Holmes, Committee Chair. On behalf of the Committee Members. AKA-Labour Management chairs.</p> <p>Adam Ly, Clint Skakun, Ann Makela, Jerremy Trainor, Nick Foti, Mike Garner, Robin Reath, Greg Wilson.</p>
Moved by:	Davis
Seconded by:	VanZetten
RESULT:	CARRIED

On-going Business

30. Human Rights Application – Guest Steve Nield

Discussion

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

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

JANUARY 2014

Legal counsel has suggested Locals continue to collect forms if available. It was also suggested that we start collecting ‘real life as a casual’ stories from members. Stories that define the length of time a casual has been working for the LCBO, the hardships of being a ‘casual’ along with the struggles to maintain a decent living. The E&C committee is anxious to receive information from Legal to include in the ECHO.

APRIL 2014

Meeting has been scheduled for April 30, 2014 at 55 Lakeshore with mediator Gerry Lee. No tribunal date has been set.

SEPTEMBER 2014

There are currently no scheduled dates for mediation and OPSEU has asked Gerry Lee to secure more dates. The Employer has filed numerous objections and indicated they would not be ready to proceed until Nov-Dec 2015. The Vice-Chair heard arguments and determined that delay was not acceptable.

Preliminary Hearing date scheduled for Feb 12 & 13, 2015.

Formal Hearing date scheduled for the week of July 06, 2015 and the week of July 20, 2015.

Preliminary Objections will be provided to OPSEU by Nov-Dec 2015. OPSEU must respond to preliminary objections by January 2016 and the Employer will have until February 2016 to respond to OPSEU.

NOTE: 1400 Casuals signed the Human Rights complaint. OPSEU has received roughly 15-20 casual struggle

stories to date.

NOVEMBER 2014

The Executive was joined by Steve Nield (OPSEU Staff) and Fay Faraday (Legal) and provided an update to the Human Rights Application. Even with the Employers various objections the application is moving forward. The Employer continues to argue this is a Pay Equity case. The Union will respond to the Employer submissions by January 16th, 2015. Preliminary Hearing date scheduled for Feb 12& 13, 2015.

JANUARY 2015

The legal counsel representing OPSEU at the Human Rights tribunal recommended that OPSEU should organize a campaign leading up to the Tribunal meeting dates.

A proposal for a Human Rights Campaign was prepared by OPSEU and presented to the OPSEU board in Nov 2014 and was deferred from the OPSEU EBMS until January 28th 2015 meeting. It was explained to the Executive Board that this issue came out of the last round of bargaining in May 2014 and that the campaign should be funded from the OPSEU contingency fund. See the proposal as submitted below:

Whereas member education and support is needed to ensure a successful completion of the Human Rights Complaints supported by OPSEU for over 1,400 male and female casual workers at the LCBO; and

Whereas this effort will have a positive effect on many OPSEU members, and union efforts to advocate for Equal Work and Pay measures;

Therefore be it resolved that the Executive Board approve the campaign plan presented, with various measures to promote Equal Pay for Equal Work; and Pay Equity; and

Be it further resolved that the Executive Board approve funding to \$88,386.00 for the campaign, with funds to be drawn from the **Contingency Fund.**

No further information was available for this meeting.

APRIL 2015

Faye and Jan updated the Executive on the status of the complaint. Formal hearing commencing July 6th, 2015. Employer's objections were not accepted. Legal will continue to focus on evidence being presented and will begin to contact individual members early next week.

JULY 2015

A short update was provided by Davis to the Executive. Mediation continues

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Status	OPEN - ongoing										
33. Accommodation Discussions with senior LCBO management											
Discussion	<p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <p><u>JANUARY 2014</u> Guest Cheri Hearty Pension and Benefits staff from OPSEU joined the Div-Ex for discussion on how to proceed with arranging future meetings with the employer. Representatives from our Division met with the employer on a few occasions to see if we could create a forum for both parties to discuss the accommodation issues in the Province. Denise Davis, Chair, Jenn VanZetten from PHSC and Susan Lusty from the Pension and Benefits committee along with OPSEU staff were present. The objective of this working group was to explore avenues on how to address the accommodation processes, member accommodation issues, to review the LCBO return to work programs and the need to have Union representation at these meetings. It is extremely concerning that a large amount of LBED members require accommodation and there is a need to explore concerns and solutions with the Employer. Currently OPSEU does not centrally fund meetings of this kind. In the past expenses and time off were covered by the centrally funded LBED Health and Safety Committee and Benefits and Pension Committee. It is important to pursue the legitimate concerns and going forward the Divisional Executive will have to make a proposal to the OPSEU Executive Board for funding so that LBED can continue to meet.</p> <p><u>APRIL 2014</u></p> <p style="text-align: center;">LCBO Accommodation meetings summary</p>										
	<table border="1"> <thead> <tr> <th>Date</th> <th>Present</th> <th>Discussed</th> <th>Actions</th> </tr> </thead> <tbody> <tr> <td>March 28, 2011</td> <td>Denise Davis Gino Vendetti Tracy Vyfschaft Kim Macpherson Wayne Zachar Bonnie McPhail Lauri Green</td> <td>No current formal accommodation policy with LCBO so Employer requested meeting with Union to discuss Union's goal is to put more substance to accommodation concepts. The union would like an active role in accommodations and input on policy. There was discussion about developing a pilot project at</td> <td>LCBO will complete their policy, guidelines and practices and share with the union when completed. A draft</td> </tr> </tbody> </table>	Date	Present	Discussed	Actions	March 28, 2011	Denise Davis Gino Vendetti Tracy Vyfschaft Kim Macpherson Wayne Zachar Bonnie McPhail Lauri Green	No current formal accommodation policy with LCBO so Employer requested meeting with Union to discuss Union's goal is to put more substance to accommodation concepts. The union would like an active role in accommodations and input on policy. There was discussion about developing a pilot project at	LCBO will complete their policy, guidelines and practices and share with the union when completed. A draft		
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		<p>the Durham warehouse on accommodations, one that meets HRC policy/guidelines.</p> <p>It was expressed that in the retail division managers are sometimes unaware of restrictions, are limiting hours with employees who require accommodations, and are making assumptions on what a person can and cannot do.</p> <p>LCBO indicated that there is an approach to accommodations taking place, but it's not necessarily consistent. This is why they are developing a policies and procedures around accommodations. LCBO will mention union in their policy, but it will be vague.</p> <p>What needs to be further fleshed out is to what degree will the union be involved and in what situations. People don't always want the union involved in their issues.</p> <p>OPSEU indicated that they would like to have stewards trained up to ensure accommodations are effective, consistent, impact on others is smoothed over, and that injured worker stigma issues are dealt with in a sensitive manner.</p> <p>Concerns on short staffing were raised with respect to causing injuries in the workplace. An audit was suggested.</p>	<p>is expected to be available in June. It will need to go to the Board.</p> <p>Union also requested stats on injured workers</p>
<p>June 13, 2011</p>	<p>Denise Davis Susan Lusty Kim Macpherson Wayne Zachar Bonnie McPhail Lauri Green</p>	<p>Met to receive employer's newly developed policy and guidelines on workplace accommodations due to disability.</p> <p>The policies are specific to occupational and non-occupational disabilities and not accommodation for other code related issues (family status etc.)</p>	<p>Lauri Green is going to be drafting something for the union's consideration.</p> <p>We indicated we would be interested</p>

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		<p>The LCBO is currently developing a Best Practices document and any comments we provide may be incorporated into their Best Practices document as examples etc. They will also be doing training sessions in the fall with front line managers which will include sensitivity training and how to handle difficult conversations appropriately.</p> <p>There was discussion regarding return to work meetings and how the union saw their role. We were clear that union members should be aware of their right to have a union representative present at any and all return to work meetings. Discussion took place on the value of having a union representative there. We requested that they confirm that the right of union representation is reflected in any letter that the LCBO sends to a worker when requesting a return to work meeting. Bonnie McPhail is to investigate and verify to us.</p> <p>The employer has asked whether we would be interested in having a small joint return to work/accommodation type committee under the JIBRC, which would address specific complex return to work cases, identify gaps and what is needed to address the issues for the member for a successful return to work.</p>	<p>in taking a closer look at their idea. We viewed it as perhaps a last step before a grievance.</p> <p>We await their idea in writing.</p>
September 23, 2011	Denise Davis Susan Lusty Jen VanZetten Rob Field Tracy Vyfschaft Terri Aversa Libby Zeleke Kim Macpherson	<p>OPSEU assigned staff and members reviewed the LCBO's accommodation policy and discussed</p> <p>Discussed:</p> <ul style="list-style-type: none"> - Employer is ultimately responsible for employee safety - Need education for people involved in RTW/accommodation issues - Needs to be an inventory of courses specific to accommodation - Confidentiality needs to be assured for members 	<p>Each staff person will provide input back from their area of expertise in order to provide to LCBO</p>

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<p>November 29, 2011</p>	<p>Denise Davis Jen VanZetten Susan Lusty Kim Macpherson Brendan Kilcline Lauri Green Heather Bramer Wayne Zachar Connie Ferraro</p>	<p>Had ODRT <i>Strategic Response Services meeting</i>. They made a presentation on completing a free assessment and offering services to set up a RTW/accommodation process specifically for the LCBO. Reviewed steps to begin the Situational Assessment. LCBO declined due to skepticism regarding their ability to deliver to such a large organization and lack of track record.</p>	<p>OPSEU will continue to monitor ODRT's success and feedback information to LCBO in the hopes of changing their minds.</p>
<p>February 21, 2012</p>	<p>Denise Davis Jen VanZetten Susan Lusty Brendan Kilcline Kim Macpherson Lauri Green Heather Bramer</p>	<p>OPSEU provided feedback on their accommodation policy in writing and discussed some of the highlights. LCBO thanked the union for the feedback and indicated that the policy is reviewed annually.</p> <p>OPSEU raised an issue re: IME/FAE form – not clear that only relevant information to be provided</p> <p>It was confirmed that copies of any IME is provided to the member involved in each case and members are copied on letters for IME referrals</p> <p>The Union requested a copy of the return to work letter</p>	<p>When the annual review comes up they will incorporate some of the suggestions the union made into the policy.</p> <p>LCBO will look at OPSEU involvement in the accommodation process and we can discuss at a future meeting.</p> <p>Heather to follow up with Bev and take a look at the form that the Durham warehouse is using.</p> <p>LCBO to provide a sample copy of the return to work letter</p>

			<p>Kim to FAF and FAE (WSIB) against the LCBO's form.</p> <p>Kim and Heather to arrange the next meeting.</p>
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Union desired outcomes:

Warehouses to have their own accommodation committees with union involvement
 System in the retail division to involve union in accommodations
 Education to members about the legal right to be accommodated, and the obligations placed on the employer and the union to facilitate accommodation and battle injured worker stigma through education.

SEPTEMBER 2014

The Division have asked OPSEU Staff to assist with getting a meeting date with the Employer to continue discussions. A proposal for funding is being prepared jointly through the Pension and Benefits/Health and Safety Committees to present to the OPSEU Executive Board for funding.

NOVEMBER 2014

Due to operational needs in London, Smokey & Eddy are unable to attend to discuss committee funding.

JANUARY 2015

No meetings have been arranged to date

APRIL 2015

Jointly the Pension & Benefits and the Health and Safety Committee will continue to monitor the development of the Employer's accommodation policies and procedures. Updates will be provided when available.

JULY 2015

The Executive discussed and will proceed with securing meeting dates ASAP.

Status	OPEN - ongoing
59. Beer Store Council Meeting	
Discussion	<p>The Beer Store union 12R24 of the UFCW will be holding a Beer Store Council meeting in 2015. An invitation was sent to LBED to attend. LBED has had a continued relationship with 12R24 for many years and has been building a coalition with 12R24 as we have similar interests and concerns about the distribution of alcohol beverages in the Province of Ontario. Attending this council meeting is an important opportunity to build solidarity with other groups that are involved in distributing and selling alcohol beverages in Canada.</p> <p><u>MOTION ONE : Woodall seconded Lusty</u> That the LBED Divisional Executive approve and send the Divisional Chair/Designee to the Beer Council meeting being held in Saskatoon on June 8,9,10 2015 and that this is not an OPSEU central funded event that the Expenses would come from the Divisional Dues in the amount of \$1300.00. <u>CARRIED – unanimously</u></p> <p><u>APRIL 2015</u> The Chair expressed concern regarding purchasing tickets to attend the event as it falls after our Divisional meeting. The Executive agreed this would be a lost opportunity to our Division and insisted the Chair attend even if not re-elected with the expectation of a report presented on the overall event.</p> <p><u>JULY 2015</u> <u>MOTION : VanZetten seconded Woodall</u> The original motion of \$1300.00 for the Chair to attend a meeting of our Coalition Partners was underestimated by \$552.71. Therefore be it resolved that a total of \$1852.71 be approved from Divisional Funds to reflect the actual cost to attend. <u>CARRIED – unanimously</u></p> <p style="text-align: center;"><u>Beer Council Meeting report – Presented by Davis</u></p> <p>The Ontario Provincial government is planning the biggest change to how alcohol is sold in Ontario since the LCBO and the Beer Store were established almost 80 years ago.</p> <p>The government is planning to allow up to 450 grocery stores in the province to sell six packs of beer starting this Christmas –New Year’s holiday season.</p>

By 2017 the plan is to start allowing wine to be sold in grocery stores.

No matter how you measure it, these changes will have impacts on the LCBO and the beer store, the security of our jobs, good paying jobs not to leave out the social costs and the social harms and we are taking these changes very seriously. We also met with the Ed Clarke advisory panel to the Wynne government. A member on the committee was from Cineplex and they asked us about booze in the theaters. I believe the model they want is here in Saskatoon.

In the past two years we have been developing a major campaign which is going to be rolled out shortly. We did an extensive public survey that confirmed the Ontario public support for expanded alcohol sales drops when people are told of the health care and social impacts caused by a wider availability of alcohol.

We organized three Tele-Town Hall conference calls with our members. More than 3,800 members participated. We got some great ideas from the members about where we should take the campaign.

We invited the Premier of Ontario to come and work in a Retail Store and to work in one of our warehouses for a day. To date we haven't received a call back.

We have been holding conference calls with other Liquor Board components across Canada thanks to the umbrella union NUPGE. We discussed strategies that have succeeded elsewhere in Canada. Our last conference call was a week before the beer was going into grocery stores in British Columbia. We are planning to arrange another conference call shortly to find out how things were rolled out there.

We have organized a working health coalition group to heighten the public awareness of the shortcomings of the government's plan and the Ontario beer group UFCW 12r24 joined us, we are both in the alcohol retailing business within the same province. We have the same fight ahead of us. One of the main reasons for attending this meeting was to encourage all beer groups in Canada to reach out to the Liquor Sales groups within your respective province. Together we are stronger.

OPSEU President Smokey Thomas has provided several media interviews over the past couple of months. We met with the commission regarding the expansion of alcohol sales in Ontario and shared that the government has not done their due diligence in reviewing the effects of the expansion of alcohol and that the social costs and social effects will have on Ontario. That they need to speak to the health groups such as MADD, Arrive Alive, the Breast

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	<p>Cancer foundation, the center for Addictions and Mental Health and the regulatory bodies such as the police services, the doctors and ambulance drivers.</p> <p>We were also firm with the fact that we should not be making alcohol a regular commodity and that the alcohol system that is in place works best. Putting beer and wine into the grocery stores normalizes it. What about the alcoholics who avoid beer stores and liquor stores, now their demons are where they purchase their daily necessities, food.</p> <p>We have provided MPP training for our members so that they are mobilized and out there booking meetings with the MPP's in their own ridings. They are the voters, and their members of parliament need to hear their concerns. At this training day we had Dr. Norman Giesbrecht of the centre for addition and mental health join us, he is a global expert in the study of alcohol availability and impacts on health care, Meridith Kratzman, manager of health promotion with the Canadian breast cancer foundation, Anne Leonard, chief executive officer of the anti-drunk driving organization Arrive Alive, which works closely with Local 12r24 Ontario, Rosario Marchese, a New Democratic party member of the legislative assembly from 1990-2014 who provided us with insights and advice on how to make your MPP listen to you and take action on our issues.</p> <p>All of this was to get our members mobilized and the tools to speak to their MPP`s, we need an army to get our message out and heard in the communities.</p> <p>Going forward we are creating a push back campaign on the government's plan to put beer and wine into 450 grocery stores, to inform the public, particularly our target audience women aged 35+ about the social costs of expanding and privatizing the sale of beer and wine.</p> <p>Each media presentation is a building block to expanding the awareness of our message</p> <p>I have placed some postcards, buttons and information flyers on each of the tables. These materials were handed out at the OPSEU convention and to the LBED Local presidents. We are waiting to get the approval for this ad in the Ontario Food and Drink magazine. This will be a first for the Union. We will have radio ads, television ads, and subway car ads just waiting for the final draft to be presented to us.</p> <p>Thank you very much for inviting us from Ontario.</p>
Status	CLOSED

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62. Div-Ex reports and publication via internet	
Discussion	<p>The Executive has been made aware that banking information through our Div-Ex minutes has been posted to a Local website. Discussion surrounded privacy, sensitive banking information. The Local will be asked to remove the sensitive information being posted.</p> <p><u>JULY 2015</u> The Executive discussed including a notice to the header of all minutes for Locals to be aware of the sensitive data included.</p>
Status	CLOSED
63. Employment Equity (Guest Tim Vining)	
Discussion	<p>Tim was introduced to the Div-Ex as the staff assigned to oversee the LBED Employment Equity Committee. As soon as dates can be secured our face to face meetings will resume with the Employer.</p> <p><u>JULY 2015</u> The Executive reviewed the proposed call-out to members for the committee.</p>
Status	OPEN - ongoing
New Business	
64. NUPGE Liquor Components meeting/call out to other provinces	
Discussion	<p><u>JULY 2015</u> Woodall proposed a NUPGE Liquor Components meeting either face to face or via web conference. A proposal is needed for developing a NUPGE meeting and submitted to the Executive Board for approval. OPSEU then submits the proposal to NUPGE to canvass interest. Woodall and Kotanen to develop a proposal</p>
Status	OPEN - ongoing
65. Employment Equity Committee Application	
Discussion	<p><u>JULY 2015</u> The call-out to Locals for members to apply for the Employment Equity is ready to go out. Staff is looking into having it posted on the OPSEU website and emailed to all LBED members in their database.</p>
Status	OPEN - ongoing

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66. Diversity Day – September 2015	
Discussion	<u>JULY 2015</u> The LCBO is having Diversity Day on September 9 th , 2015. The Executive will canvass OPSEU equity groups to discuss how OPSEU can be involved.
Status	OPEN - ongoing
67. LBED Budget & Pool of Days Budget	
Discussion	<u>JULY 2015</u> Review of LBED Budgets and Pool of days. Final approval of budgets to be determined on July 28 th , 2015. After final approval budgets will be emailed to Locals.
Status	OPEN - ongoing
68. PVR 2014 Review	
Discussion	<u>JULY 2015</u> The LBED By-Laws state the PLMC is to be part of the coordination of PVR meetings province wide. Terms of Reference need to be developed to guide the committee throughout the yearly review. A permanent OPSEU staff representative must be assigned to oversee negotiations with the employer.
Status	OPEN - ongoing
69. Grievances	
Discussion	<u>JULY 2015</u> VanZetten requested the Chair to attend the first grievance committee meeting as an ex-officio. <u>MOTION : VanZetten seconded Woodall</u> To have the Chair attend the first grievance committee meeting with time off paid from the pool of days and expenses paid from Divisional Dues <u>CARRIED</u>
Status	OPEN - ongoing
70. In camera discussions	
Discussion	<u>JULY 2015</u> Executive discussed campaigns and provincial issues.
Status	CLOSED

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Future Dates	
Next meeting to be held July 28 th , 2015	
Adjournment	
Moved by:	MacLeod– To adjourn the meeting
Seconded by:	Mithrush
RESULT:	CARRIED @ 4:56 pm