

LBED Divisional Executive Minutes

Divisional Executive Meeting
November 24th & 25th, 2014
Web Conference

Attendees	Denise Davis, Chair Jeremy Trainor, Vice Chair Colleen MacLeod, Secretary/Treasurer Jennifer VanZetten, Health and Safety Committee Chair Susan Lusty, Pension & Benefits Committee Chair Rick Woodall, Anti Privatization Committee Chair Craig Hadley, Education and Communications Committee Chair
Call to order 9:30 AM.	
1: Adoption of Agenda	
Discussion	Agenda will be fluid to accommodate guest presentations and discussions.
Motion by:	Trainor– To accept agenda with amendments
Seconded by:	Vanzetten
RESULT:	CARRIED
2: Previous Minutes	
Discussion	September minutes were presented, reviewed and edits presented to the Secretary Treasurer.
Motion by:	Lusty– To accept minutes with edits to be emailed to DivEx for approval.
Seconded by:	Woodall
RESULT:	CARRIED
3: Matters arising from minutes	
Discussion	none
Motion by:	

Seconded by:	
RESULT:	
Officer Reports	
4: Chair Report	
Discussion	Report presented by: Davis
REPORT:	<p><u>Provincial Labour Management Committee (PLMC) update</u></p> <p>The last PLMC meeting was held on November 6, 2014. Those in attendance for the Union were Robin Reath (Western Region Labour Management Chair), Anne Makela (Northern Region Labour Management Chair), Adam Ly (Eastern Region Labour Management Chair), Jeremy Trainor (LBED Vice Chair), Colleen MacLeod (LBED Secretary Treasurer), Mark Kotanen (LBED Negotiator) and myself. The Union is currently working on having the backlog of minutes for this committee approved, published and posted before the New Year.</p> <p>Some of the outstanding items that we continue to discuss are;</p> <p><u>Orientation meetings with new hires</u></p> <p>There seems to have been some confusion in the past as to whether Local Representatives could attend the Fixed Term staff Orientation meetings. Please be advised that Local Representatives should be having regular contact with LCBO District Assistants to keep abreast of any New Hire orientation meetings and ensure someone from your Local is scheduled to attend. The Union is entitled to speak to new hires such as Fixed Term staff.</p> <p><u>Secondment Positions</u></p> <p>The Employer has been asked to share a list of positions which they have as temporary assignments. The Union would like to know what is the particular need for these and how long these assignments are for. We continue to review this information.</p> <p><u>Communication to members</u></p> <p>The Union has a concern that members are not receiving all communications from the employer particularly in Retail Store locations such as training books, Retail directives, Health and Safety handouts. The Union offered some suggestions to the Employer and one of those were having mail slots for employees as this would benefit those that aren't working regular hours. To date the employer has reviewed the suggestions and have shared that they are developing a prototype communication board and will share with the Union when ready.</p>

Substance Abuse Policy

The Employer has rolled out a Substance Abuse Policy and the Union questioned whether the LCBO had direct access to Rehabilitation Centers as some organizations do, the employer is to look into this and respond back. The Union is aware that members can access the Employee Assistance Program (EAP)- “Reaching Out” but a direct connection to Rehabilitation facilities would help get members fast tracked and not left on long waiting lists. The Union suggested that Information regarding the Employee Assistance Program should be shared with employees more often to ensure they know of the service. Discussions continue on this matter.

Retail challenge and refusal statistics

The Employer shared statistics for 2012-2013 with the Union. During 2012-2013, LCBO Retail employees challenged more than 7.8 million people who appeared underage, intoxicated, or were suspected of purchasing for a minor or an intoxicated person. More than 322,000 individuals were refused service; 84 per cent were for reasons of age. Further updates will be shared at the next meeting.

Integrity Shoppers

The parties have been discussing the Integrity Shopper program, the intent of the program and what type of training do employees receive. The Union stressed that training and coaching needs to be the avenue to take rather than issuing discipline. Discussions continue.

Notice of Intended Discipline letters (NOID’S)

The Employer has implemented a pilot project of handing out NOID’s in the workplace rather than mailing these to members home. The Employer has started in the Logistics facilities and 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.

Product Consultants and those members who may have to travel for training and meetings

The Union is of the position that travel time should be compensated. Discussions took place and going forward this item will be closed due to the fact it has been grieved. We will follow the results and share when we get a decision.

Other items that we continue to discuss are Technological changes, the sale of the LCBO Head Office and establishing a protocol for communications to Local Representatives and members, Boutique stores, sharing hours amongst casuals and casual and fixed term hiring.

So far we have these dates to share with the Locals;

<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
February	PLMC	February 3	Denise Davis
March			
April			
May	Central Region	May 26	Mike Garner
	Western Region	May 27	Robin Reath
June	PLMC	June 16	Denise Davis
July			
August	Central Region	August 14	Mike Garner
	Western Region	August 26 (tentative)	Robin Reath
September	PLMC	September 11	Denise Davis
October	Western Region	October 19 (tentative)	Robin Reath
	Central Region	October 23	Mike Garner
November	PLMC	November 5	Denise Davis
December			

The Premier of Ontario Advisory Council on Government Assets-2014 - Update

As we know the LCBO and our employment has been under the microscope by the Ontario Government once again. The Premiers Advisory council on government assets has been examining how to get the most out of key government assets to generate better returns and revenues for Ontarians. It's mandate was to recommend ways to maximize the value and performance of the LCBO.

In the report it suggested potential ways to improve customer service, increase efficiencies and maximize the value of the Crown Corporation. The committee expressed that the LCBO is not a natural monopoly and was created for alcohol control reasons but it's critical to improve customer choice and convenience. The report mentioned that for convenience they would like to phase in the roll out of 12 packs of beer, and then 24's in the LCBO. Adding the 12 packs would have the added benefit of helping the craft breweries since the LCBO is a

core distribution channel for the craft breweries. Some Craft Breweries offer 8 or 10 packs which aren't currently available through the LCBO.

Also, the report stated that the LCBO could possibly create a set of warehouse stores in major cities to carry cases of attractively priced products not available in standard LCBO store, or order products on line and pick them up at the local LCBO store. They could create specialty shops in some of the larger stores to reflect the neighborhood in which they are located.

They claim that they reviewed the experience of other jurisdictions in the country and stated they opened up too many outlets, and found that the new entrants pressed the government for more concessions to make them viable, in effect reducing the government revenues. Ed Clark the Chair of the Advisory panel said Ontario needs the right balance. They claim they will be exploring how to press for more innovation without destroying the benefits of the current structure in the next phase. What we know is the government agrees with the councils initial proposals and has asked the council to move to the second phase.

The LBED Anti-Privatization committee and the Divisional Executive have been watching the activity of this Advisory panel very closely. On October 6, 2014 Rick Woodall and Denise Davis from LBED, Smokey Thomas the President of OPSEU and supporting staff members met with the Advisory panel to make sure that they knew the good work that we do in our Retail Stores, Logistics Facilities and the Head Office. That we have highly educated staff that take pride in their jobs and that we take our jobs very seriously when it comes to serving customers. Our message was and still is that keeping all of the Divisions of the LCBO intact provides the best service to the people of Ontario.

OPSEU and the Division will continue to monitor any innovations that could be introduced and review the final recommendations that will be made in the Spring of 2015

Express Stores

The Ontario Finance Minister Charles Sousa announced plans in April to install LCBO express kiosks in 10 grocery stores before the end of 2014. The LCBO issued a request for proposals to grocery retailers earlier this year. These stores are to operate under the same LCBO hours of business, but a separate location would be in place for those purchasing LCBO products versus other groceries. They are also to be staffed by bargaining unit members. This issue has been a standing item at the Provincial Labour Management Committee and we continue to request that any updates be shared with the Union immediately. We will continue to update the membership with new information as we receive it.

Employment Equity Committee meetings

The committee has just received OPSEU funding again and meeting dates are scheduled to be held on January

28th, May 20th, September 9th and November 25th, 2015

Moved by: Lusty – To accept report as presented

Seconded by: MacLeod

RESULT: CARRIED

5: Treasurers Report

Discussion Report presented by: MacLeod

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

**Divisional Dues LBED Account
Statement Date**

**1802980
August 31, 2014**

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.00
Business Chequing	\$42,415.80
Membership Shares	\$25.00
Total Deposits	\$42,440.80

Daily Interest Savings Account	DEBITS	CREDITS	BALANCE
Balance Forward			
31-Jul-14			\$0.00
Balance as of:			
31-Aug-14			\$0.00

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Jul-14				\$43,431.51
01-Aug-14	Cheq #203 -J. VanZetten (Meeting)	\$176.00		\$43,255.51
	*Issued to cover expenses for Divisional Emergency Meeting			
04-Aug-14	Cheq #204 -S. Lusty (Meeting)	\$115.00		\$43,140.51
	*Issued to cover expenses for Divisional Emergency Meeting			
07-Aug-14	Cheq #205 -J. Trainor (Meeting & Cell Phone)	\$221.44		\$42,919.07
	*Issued to cover expenses for Divisional Emergency Meeting & Jun & July Vice Chair Cell Phone			
11-Aug-14	Cheq #206 -C. MacLeod (Meeting)	\$40.70		\$42,878.37
	*Issued to cover expenses for Divisional Emergency Meeting			
13-Aug-14	Cheq #202 -OPSEU Accounting (Cell Phone)	\$311.34		\$42,567.03
	*Issued to cover expenses for Chair Cell Phone May 2013, May 2014 & June 2014			
13-Aug-14	Cheq #207 -D. Davis (Meeting & Supplies)	\$143.23		\$42,423.80
	*Issued to cover expenses for Divisional Emergency Meeting & Supplies			
29-Aug-14	Statement Fee	\$5.00		\$42,418.80
31-Aug-14	Service Charge	\$3.00		\$42,415.80
<i>TOTALS</i>		\$1,015.71	\$0.00	
Balance as of:				
31-Aug-14				\$42,415.80

Divisional Dues LBED Account
Statement Date

1802980
October 31, 2014

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.00

Business Chequing	\$46,865.65
Membership Shares	\$25.00
Total Deposits	\$46,890.65

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Aug-14				\$0.00
Balance as of:				
31-Oct-14				\$0.00

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Aug-14				\$42,415.80
03-Oct-14	Deposited Local 165		\$1,145.76	\$43,561.56
	Deposited Local 163		\$1,875.50	\$45,437.06
	Deposited Local 163		\$1,793.66	\$47,230.72
	Deposited Local 729		\$341.00	\$47,571.72
07-Oct-14	Cheq #208 -D. Davis (Meeting)	\$606.47		\$46,965.25
	*Issued to cover expenses for Executive Board Meeting/Supplies			
22-Oct-14	Cheq #209 -J. Trainor (Cell Phone)	\$93.40		\$46,871.85
	*Issued to cover expenses for Vice Chair Cell Phone Aug & Sept 2014			
31-Oct-14	Statement Fee	\$5.00		\$46,866.85
31-Oct-14	Service Charge	\$1.20		\$46,865.65
<i>TOTALS</i>		<i>\$706.07</i>	<i>\$5,155.92</i>	
Balance as of:				

31-Oct-14

\$42,415.80

LBED Members Saving Credit Union Account

1044470

Statement Date

September 30, 2014

SUMMARY OF DEPOSITS AND LOANS

Daily Interest Savings	\$3,303.44
Business Chequing	\$491.89
Membership Shares	\$25.00
Total Deposits	\$3,820.33

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-14				\$3,303.44
30-Sep-14	Interest		\$2.49	
Balance as of:				
30-Sep-14				\$3,305.93

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Mar-14				\$491.89
Balance as of:				
30-Sep-14				\$491.89

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.</p> <p>Be advised these numbers are an estimation based on the date of this report and may be subject to change.</p> <p>The amount of days charged to the 900 day pool in June 2014 was 52.406 days. The amount of days charged to the 900 day pool in July 2014 was 39.046 days. The amount of days charged to the 900 day pool in Aug 2014 was 49.58 days.</p> <p>The LBED RUL Forms are currently in priority sequence and will be completed by Staff and forwarded to the Executive for approval.</p> <p>We continue to experience difficulty getting final invoice documents from OPSEU as well as Financial Documentation on the viability of the LBED Anti-Privatization Funds.</p> <p><u>Joint Leadership Day – Sept 16, 2014</u></p> <p>I had the pleasure of attending the Joint Leadership Day with OPSEU. The day started with an introduction to the Equity Chairs and a welcome from Smokey Thomas. Our moderator was Karl Flecker who leads a public policy research and campaign oriented consulting service called Take the Initiative. A large group discussion and activity revolved around defining social unionism and business unionism. The group then proceeded with a visual timeline of OPSEU's history of equity wins around the room. Deena Ladd of the Workers Action Centre, Suzanne Babin & Bert Deveaux of Operation Maple and Chanteal Winchester from the Ontario Coalition Against Poverty (OCAP) provided a panel discussion on Combating Attacks on Unions and Social Activism. In the afternoon we worked in groups discussing the challenges that face all activists locally and Globally. Overall the day was a success filled with exciting discussion and guest speakers.</p>
Moved by:	Vanzetten - To accept report as presented
Seconded by:	Woodall
RESULT:	CARRIED
6: Vice Chair/Grievance Committee Report	
Discussion	Report presented by: Trainor
REPORT:	The committee met in September, October and the latest November 26/27. The Committee has the following dates scheduled for next year: February 18/19, April 30/May 1 and June 3/4 . As of November 25, 2014 there are 880

grievances that are at stage 4 a rise of 60 grievances since my last report. The committee has dealt with 6 appeals. The committees' decision was upheld in one case and overturned the other 5 decisions deciding to send it to med/arb or seek a settlement.

Key Grievances

Bargaining Unit Work

The grievance had a date on Oct 2nd. The next scheduled date is June 30, 2015. The grievance is being handled by outside counsel.

Agency Worker Policy Grievance

The grievance had a date on November 27th in which evidence was to agreed to. The arbitrator is looking to get a settlement.

Saturday Scheduling Grievance

The second day of hearing is scheduled for December 10, 2014.

Store Openings/Postings

A settlement has been reached. Management has now agreed to post 2 FT positions in the geographical area when an A store is opened and 1FT position in the geographical area when a B store is opened. This does not include Assistant Manager of PC positions.

50 Job Policy Grievance

This is scheduled for June 30, 2015. Staff points out that this a long time away but will assist in pointing out a pattern.

Department Policy

There has been a grievance filed after the settlement in regards to members wearing sweaters with a union symbol. It is scheduled for December 11, 2014.

Casual Pay In Lieu

A policy grievance has been filed in regards to casuals not being paid correctly for time in lieu of for holidays, benefits and vacation. Mgt is not calculating the hours worked on Sunday correctly. Members should file individual grievances to ensure they get compensation.

2 articles were submitted to the Committee for review for the EDCOM Committee. The article on shifts was approved by the GC. The article on the time to be given for a member to call back was recommended not to be put into the Echo as it may have a negative effect on other areas. It was recommended a response only be sent back to the member.

The employer Attendance Management Policy was brought to the Committee for review and comments. The Committee reviewed and recommended the Union not proceed with discussions concerning the Policy. That members who are affected by Policy should file individual grievances

Moved by:	Trainor – To Defer and Submit report after Committee meeting on November 28 th , 2014
Seconded by:	Vanzetten
RESULT:	CARRIED
Committee Reports	
7: Health and Safety Committee Report	
Discussion	Report presented by: VanZetten
REPORT:	Committee has not met. Report will be presented at January 2015 meeting.
Moved by:	Woodall - To accept report as presented
Seconded by:	MacLeod
RESULT:	CARRIED
8: Education and Communications Committee Report	
Discussion	Report presented by: Hadley
REPORT:	<p>Next Echo deadline: Friday, November 28th, All articles will be sent from me to Greg on – Dec.1, 2014. In the event of a staff labour disruption, alternative measures will be used.</p> <p>Articles:</p> <p>Chair’s report Benefits committee Grievance Committee – pay in lieu of holidays Casual scheduling – Maria (Approval of Grievance committee needed) Casual Scheduling – Craig (Ask the editor response) (Approval of the GC needed) Piece on hours being cut from 8 to 5 hours – Craig Congrats you’re a Star – part 2 (may be pushed till March depending on other submissions. – Craig Health and Safety - Jen</p> <p>Echo Live - The committee is disappointed that the project is taking this long. It was not the intent of the Committee to turn a 2-minute video updates into a yearlong production.</p>

	<p>Anna reports that the production may be ready in December. Likely the New Year, fingers crossed.</p> <p>The new OPSEU web site is not capable/suitable for hosting videos. The clips will be on YouTube – The account is already set up.</p> <p>Facebook: Shares and views consistently on the rise. Material added to the page 3-5 times a week.</p> <p>Committee Meeting</p> <p>Met with the Pat and Maria on October 23rd. – Pat was in town for the OPSEU new Presidents meeting, the committee piggybacked off of the event to for cost savings.</p> <p>Discussed the article submission process and various OPSEU vetting gateways. Discussed writing formats and what works for the Echo’s format. Discussed and decided that the FB page would continue to be administered by Craig. Nobody is willing to monitor/administer the page at this time.</p>
Moved by:	MacLeod - To accept report as presented
Seconded by:	Vanzetten
RESULT:	CARRIED
9. Pension and Benefits Committee Report	
Discussion	Report presented by: Lusty
REPORT:	Committee has not met. Report will be presented at January 2015 meeting.
Moved by:	Woodall - To accept report as presented
Seconded by:	Vanzetten
RESULT:	CARRIED
10. Anti-Privatization Committee Report	
Discussion	Report presented by: Woodall
REPORT:	Committee has not met. Report will be presented at January 2015 meeting.
Moved by:	MacLeod– To accept report as presented

Seconded by:	Lusty
RESULT:	CARRIED
11. PVR Committee Report	
Discussion	Report presented by: Davis
REPORT:	<p>The officers had a conference call with Dave Holmes (PVR Chair) and Staff for updates. Currently there are 15 active 2012 PVR Grievances regarding deduction of hours. The 2013 review is still being reviewed as receiving information from the Employer has been difficult. An email to the Employer was sent on November 3rd requesting final meeting dates to close the review of 2013.</p> <p>When a PVR position is vacated within 3 months that job needs to be reposted and filled.</p> <p>PVR grievances were filed regionally in the past. All PVR grievances will now be completed and filed centrally for consistency. A subsequent conference call has been scheduled for November 28th, 2014.</p>
Moved by:	Vanzetten
Seconded by:	Lusty
RESULT:	CARRIED
On-going Business	
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</p>

	<p>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>
Status	OPEN - ongoing
27. 900 day pool	
Discussion	<p>There are some glaring discrepancies within the 900 day pool. Most Locals are using the pool accordingly while a small number continue to abuse this procedure. Various examples were presented to the Executive and will be investigated internally. Locals will be sent a reminder that they must prepare a time off request for EACH and EVERY union time off request. If the proper documentation has not been received and the employer charges the Union, the cost of the time off will be billed back to the Local at 100 %. Union time off is for face to face meetings and union representatives should return to work after the meetings. If Locals send more than one Union representative, the second representative will not be covered out of the Pool of days. The second request should be put under 80/20 local time off request. Again, if no time off request is received for the second person it will charged at 100 % to the local.</p> <p><u>NOVEMBER 2013</u> New process for requesting time off was emailed on October 21st, 2013 to all Locals by 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.</p> <p><u>JANUARY 2014</u> 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</p>

	<p>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.</p> <p><u>APRIL 2014</u> 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</p> <p>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</p> <p><u>SEPTEMBER 2014</u> 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.</p> <p><u>NOVEMBER 2014</u> Currently the RUL forms are in priority sequence and will be shared with the DivEx when available.</p>
Status	OPEN - ongoing
28. Committee Budgets	
Discussion	<p>Staff negotiator will prepare centrally funded budgets for LBED Committees. Budgets are submitted to the supervisor in September and discussed at the Executive Board Meeting in November.</p> <p><u>NOVEMBER 2013</u> No further time to complete agenda</p> <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</p>

the following submitted budgets and what were approved;

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

The 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.

APRIL 2014

The Divisional Officers have scheduled a meeting to discuss budget concerns with OPSEU leadership.

SEPTEMBER 2014

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.

NOVEMBER 2014

The leadership will ensure that appropriate funding is available to do business if necessary.

Status OPEN - ongoing

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 Neild (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.

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>LCBO Accommodation meetings summary</p> <hr/> <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 Zacher Bonnie McPhail Lauri Green</td> <td> <p>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.</p> <p>There was discussion about developing a pilot project at 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</p> </td> <td>LCBO will complete their policy, guidelines and practices and share with the union when completed. A draft is expected to be available in June. It will need to go to the Board.</td> </tr> </tbody> </table>			Date	Present	Discussed	Actions	March 28, 2011	Denise Davis Gino Vendetti Tracy Vyfschaft Kim Macpherson Wayne Zacher Bonnie McPhail Lauri Green	<p>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.</p> <p>There was discussion about developing a pilot project at 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</p>
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			<p>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>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>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>Lauri Green is going to be drafting something for the union's consideration.</p> <p>We indicated we would be interested 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>	

		<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>	
September 23, 2011	Denise Davis Susan Lusty Jen Van Zetten 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 	Each staff person will provide input back from their area of expertise in order to provide to LCBO
November 29, 2011	Denise Davis Jen Van Zetten Susan Lusty Kim Macpherson Brendan Kilcline Lauri Green Heather Bramer Wayne Zachar Connie Ferraro	<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>	OPSEU will continue to monitor ODRT's success and feedback information to LCBO in the hopes of changing their minds.

<p>February 21, 2012</p>	<p>Denise Davis Jen Van Zetten 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

	<p>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.</p> <p><u>SEPTEMBER 2014</u> The Division have asked Staff to assist with getting a meeting date with the Employer to continue discussions. A proposal has being prepared jointly through the Pension and Benefits/Health and Safety Committees to present to the OPSEU Executive Board for funding.</p> <p><u>NOVEMBER 2014</u> Due to operational needs in London, Smokey & Eddy are unable to attend to discuss committee funding.</p>
Status	OPEN - ongoing
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, expenses will be paid from the Divisional funds.</p> <p>Motion by: Jen Seconded by: Jeremy</p>

	CARRIED
Status	OPEN - ongoing
New Business	
48. LBED Caucus at OPSEU Convention 2015	
Discussion	Convention 2015 takes place May 7 – 9, 2015. Preference of having the LBED Caucus at noon on May 7 th , 2015. Meeting room TBD. Caucus Booklet must be sent to Locals no later than April 23 rd , 2015 for review.
Status	OPEN - ongoing
49. LBED Facebook page	
Discussion	A discussion surrounding whether notifications of facebook 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	OPEN - ongoing
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	OPEN - ongoing
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>

- 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.

Moved by: Woodall
 Seconded by: Vanzetten
 CARRIED

MOTION # 3

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.

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

- 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.
- 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.
- 3) The cost of the Focus Groups and Polling will be \$70,000.00

The goal is to stop any further expansion of privately owned wine and craft brewery stores.

Moved by: Woodall
 Seconded by: Vanzetten
 CARRIED

Status	OPEN - ongoing
52. New letters sent to members for medical information	
Discussion	Request to defer discussions till next meeting

Status	OPEN - ongoing
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	OPEN - ongoing
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
Future Dates	
Next meeting to be held January 22 & 23 rd , 2015	
Adjournment	
Moved by:	Vanzetten– To adjourn the meeting
Seconded by:	MacLeod
RESULT:	CARRIED @ 2 pm

