

**DIVISIONAL MEETING MINUTES
LIQUOR BOARD EMPLOYEES DIVISION (LBED)**

OPSEU SECTOR 26

**Saturday June 18 to Sunday June 19, 2011
Sheraton Hotel
Dominion Ballroom South**

June 18, 2011

CALL TO ORDER

Denise Davis, LBED Chairperson, called the meeting to order at 9:17 am.

STATEMENT OF RESPECT

The OPSEU Statement of Respect, as well as the Fragrance-free and Nut-free Policies were read.

INTRODUCTIONS

The Chairperson welcomed the Delegates and introduced the head table:

Denise Davis	Chairperson (L.378)
Lori Davis	Vice-Chairperson (L.499)
Robin Reath	Secretary/Treasurer (L.163)
Susan Lusty	DivEx Member (L.376)
Tracy Vyfschaft	DivEx Member (L.377)
Colleen MacLeod	DivEx Member (L.5107)
Rick Woodall	DivEx Member (L.375)

Rob Field, Senior Negotiator
Arzo Zia, Recording Secretary

CARRIED

ADOPTION OF AGENDA

The Chairperson provided an overview of the two-day Agenda, and the processes involved.

MOTION: To finish two days meeting in one day.

Moved: Brian Macphee, L: 165

Seconded: Norm Lamarche, L.683

DEFEATED

MOTION: To run the meeting till late tonight, and finish the meeting tomorrow morning.

Moved: Donna Shea, L: 379

Seconded: Sandy Hunter, L: 379

DEFEATED

MOTION: To adopt the agenda as presented.

Moved: Lynn Graham, L: 376

Seconded: Norm Lamarche, L: 683

CARRIED

ADOPTION OF THE PREVIOUS MINUTES

MOTION: To adopt the minutes of the previous Divisional meeting.

Moved: Dora Robinson, L: 376

Seconded: Paulette Chaisson, L: 377

CARRIED

BUSINESS ARISING

There was no Business Arising from the Previous Minutes.

CHAIRPERSON REPORT

Sister Denise Davis reported on various activities of the Division:

- Update on Pay Equity
 - Joint Job Evaluation Committee (JJEC) has been meeting regularly to review 400 Job Information Questionnaires (JIQ)
 - A number of Additional JIQ's are required and additional Make-up sessions are being scheduled, Logistic first to be finish.
- Update on Employment Equity Committee
 - An error was noted for last committee meeting, the report should read May 31 not June 31.
 - Respect poster to be put up in all workplace, need for more training in workplace regarding sexual orientation and human rights.
 - Discussion regarding Accommodation Policy

EXECUTIVE COMMITTEE REPORT

Sister Denise Davis reported on various activities of the Divisional Executive Committee

- Provincial Labour Management Report
 - Meeting regularly to discuss issues that are not grievance related.
 - PLMC minutes will be posted on the web
 - Developing a positive resolution process with the employer through the Labour Management Committee

MOTION: To adopt the Chairperson and Executive Committee Reports.

Moved: Frank Gullace, L: 376

Seconded: Kevin Ramsay, L: 499

CARRIED

SECRETARY-TREASURER REPORT

Brother Reath reviewed the financial issues of the past two years

- Brother Reath recommended the following:
 - Separate Divisional Emergency Fund from the assets of the division.
 - A portion of each locals rebate cheque be paid to the division to fund the non-centrally funded committees such as Audit Committee, Bylaw review Committee and the Education and Communication Committee.
- Budget for year 2011-2012 includes computers, allocation of pool of days, break down number of meetings, and reduce local tours.

MOTION: To adopt the Secretary-Treasurer Report.

Moved: Craig Hadley, L.5109

Seconded: Dave Holmes, L.163

CARRIED

REPORTS OF OTHER COMMITTEES

Regional Labour Management Committees (RLMC)

Reports are available in the Meeting Resource Book, and summaries were made verbally by the Committee Chairpersons.

MOTION: To adopt the Regional Labour Management Committees (RLMC)

Moved: Frank Gullace, L: 376

Seconded: Anne Makela, L.741

CARRIED

Grievance Committee

Sister Lori Davis presented the Report

- Committee reviewed 125 files, closed 71 of those files.
- The Committee reconsidered 6 cases that were appealed and reinforced their original decisions in each situation.

MOTION: To adopt the Grievance Report.

Moved: Dora Robinson, L: 376

Seconded: Norman Lamarche, L. 683

CARRIED

Benefits & Pensions / EAP Committee

Sister Susan Lusty presented the Report

- New and improved Accidental Death and Dismemberment Policy
 - This is for full timers only,
 - Almost at no cost, 7 cents per \$1000 of applications.
- The implementation and monitoring of the casual benefits.
 - 68 people dropped off, it is either their choice or employer did something
- Dental issue
 - Goes by calendar year.
- WSIB
 - There are maternity issues, some issues transferring.
- EAP Committee has been busy in each area
 - Many issues / new and many cases

MOTION: To adopt the Benefits & Pensions / EAP Report.

Moved: Stacey Sholtack, L. 5110

Seconded: Lori Cheyne, L. 165

CARRIED

Health & Safety Committee

Sister Vyfschaft presented the Report

- Kelly McInnes replaced with Rob Mithrush in last Health and Safety meeting.
- Local needs to meet with Health and Safety reps to address their issues,
 - We need to be informed so we can take action
- Question regarding new Uniforms
 - Ties are not safe to wear
 - Have a MOL inspection

MOTION: To adopt the Health & Safety Report.

Moved: Jennifer Van Zetten, L. 162

Seconded: Tammy Rogers, L. 377

CARRIED

Education and Communications Committee

Sister MacLeod presented the Report

- Eight (8) editions of the ECHO newsletter published electronically to the OPSEU website as well as emailed to all members who have provided OPSEU with secure email address.
- This committee is not funded centrally by OPSEU and currently the Division has no funds to support any further expansion of the committee's duties.
 - Major goals, more ideas, but limited

MOTION: To adopt the Education and Communications Report.

Moved: Chris Patterson, L. 285

Seconded: Lori Cheyne, L. 165

CARRIED

Permanent Vacancy Review (PVR) Committee

Sister Denise Davis presented the Report on behalf of Allan Johnson

- More PVR jobs were created – 124 jobs posted from 97
- Positions shall be filled no later than June 30th of the review year.

MOTION: To adopt the Permanent Vacancy Review (PVR) Report.

Moved: Sandy Hunter, L. 379

Seconded: Frank Gullace, L. 288

CARRIED

Privatization / Agency Store Campaign Committee

Brother Richard Woodall presented the Report

- Agency Store
- Educational Videos
- Let's Keep it Public Campaign
- Ontario Convenience Stores Association
- Outside Warehouse – Doing Bargaining Unit Work,

MOTION: To adopt the Privatization / Agency Store Campaign Report.

Moved: Lynn Graham, L. 376

Seconded: Norman Lamarche, L. 683

CARRIED

Bylaw Review

Sister Denise Davis introduced the Bylaw Review Committee and the process to be followed for the deliberation and adoption of change to the LBED Bylaws and the LBED Negotiating Procedures.

Bylaw Amendments:

Pg 5-1 **MOTION:** BE IT RESOLVED to change the language to add election of observers; and BE IT FURTHER RESOLVED that parallel changes be made specifically but not limited to Article 4.4 (b) **CARRIED**

Pg 5-3 **MOTION:** BE IT RESOLVED should there be a temporary vacancy in any of the Divisional officers, the next ranked officer or Committee Chair as set out in Article 6.12, move up to fill the vacancy on a temporary basis until the elected officer can reassume the position; and BE IT FURTHER RESOLVED that this amendment be effective immediately. **CARRIED**

Pg 5-5 **MOTION:** BE IT RESOLVED that language be changed to read “Local President or Designee”; and BE IT FURTHER RESOLVED that parallel changes be made specifically, but not limited to Article 6.5.3 (c); and BE IT FURTHER RESOLVED this amendment be effective immediately.

MOTION: Amend to include in the wording Local President or ‘and’ Designee.
Moved: Robin Reath, L. 163
Seconded: Susan Lusty, L. 376

**AMENDMENT CARRIED
MOTION CARRIED, AS AMENDED**

Pg 5-7 **MOTION:** Proposal was WITHDRAWN (already covered in 5-5)

Pg 5-9 **MOTION:** BE IT RESOLVED that one time only repayment be made to OPSEU to cover the current debt of \$277 307.46 and these funds to be drawn against the LBED Privatization Fund; and BE IT FURTHER RESOLVED that the divisional officers be responsible for this duty in accordance with Article 9.3 or these bylaws.

MOTION: Closure
Moved: Lori Cheyne, L. 165
Seconded: Michael Pallotta, L. 5108

CARRIED

The vote was called on the Main Motion and it was

CARRIED

Pg 5-11 **MOTION:** BE IT RESOLVED to change the language to read “revenue”; and BE IT FURTHER RESOLVED that parallel changes be made specifically, but not limited to Article 6.5.3 (c)

CARRIED

Pg 5-13 **MOTION:** BE IT RESOLVED to change the current language to read “Anti Privatization Committee”; and BE IT FURTHER RESOLVED that parallel changes be made throughout the document.

CARRIED

Pg 5-15 **MOTION:** BE IT RESOLVED that the pay Equity Committee be added to the Standing Committees of the Division; and”; BE IT FURTHER RESOLVED that this amendment be effective immediately.

CARRIED

Pg 5-17 **MOTION:** BE IT RESOLVED to change language to read ELECT two members for the committee in accordance with Article 6.4 (a) of these bylaws.

MOTION: Amend to include in wording “and two alternates”.

Moved: Robin Reath, L. 163

Seconded: Susan Lusty, L. 376

AMENDMENT CARRIED

MOTION: Amend to provide that this be “effective immediately”.

AMENDMENT CARRIED

MOTION CARRIED, AS AMENDED

Pg 5-19 **MOTION:** BE IT RESOLVED to delete the word “and” and replace with “or”

It was noted that this wording as presented has a typographical error. The “and” and the “or” references should be switched.

CARRIED, AS AMENDED

Pg 5- 21 **MOTION:** BE IT RESOLVED the language be changed to read “plus two (2) Alternates each, shall be elected in accordance with Article 6.4 (a) of these Bylaws”.

MOTION: Amend to add “to elect these two alternates at this meeting”.

Moved: Lori Davis, L. 499

Seconded: Anne Makela, L. 741

AMENDMENT CARRIED

MOTION CARRIED, AS AMENDED

Pg 5-23 **MOTION:** BE IT RESOLVED that the current language be changed to read within THIRTY (30) business days

MOTION: Closure

Moved: Lori Davis, L. 499

Seconded: Dora Robinson, L. 376

CARRIED

The vote was called on the Main Motion and it was

CARRIED

Pg 5-25 **MOTION:** BE IT RESOLVED to change the language to remove Education /Communications committee.

The submitting Local sought to Withdraw this Motion.

The Delegates indicated a desire to consider it, and it was then

DEFEATED

Pg 5-27 **MOTION:** BE IT RESOLVED the language be changed to remove the Employee Assistance Program Committee wherein the current Pension and Benefits Committee shall be responsible for ensuring that members are able to obtain information and access to any assistance required under the Employee Assistance Program policy of the employer; and BE IT FURTHER RESOLVED that parallel changes be made specifically, but not limited to Article 6.6 (i) & 8.1 (h)

Pg 5-29 **MOTION:** BE IT RESOLVED to include these duties under the Benefits and Pension Chair duties.

MOTION: to combine 5-27 and 5-29 **CARRIED**

The Main Motion, as Amended to combine two proposals, was debated and it was **DEFEATED**

Pg 5-31 **MOTION:** BE IT RESOLVED the language be changed to read “shall be responsible for coordinating all PVR activities on a province-wide basis, in consultation with the PLMC and will meet with each RLMC Chair and President/Designee of constituent Locals. Meetings to be scheduled sufficiently in advance in order to review employer disclosures”; and BE IT FURTHER RESOLVED this amendment be effective immediately.

CARRIED

Pg 5-33 **MOTION:** BE IT RESOLVED the language be change to read “This Committee shall be comprised of one member (Chairperson) and one alternate member elected in accordance with Article 6.4 (a) of these Bylaws, plus the assigned staff person; and BE IT FURTHER RESOLVED this amendment be effective immediately.

CARRIED

Pg 5-35 **MOTION:** (1) BE IT RESOLVED the Chairperson of the Division continue as Chairperson of the committee and there be four (4) members and four (4) Alternates members elected in accordance with Article 6.4 (a) of these By Laws, plus the assigned staff person; and (2) BE IT FURTHER RESOLVED the election of members to this committee will occur at the next divisional meeting; and (3) BE IT FURTHER RESOLVED the amendment to elect alternates to this committee be effective immediately.

MOTION Amend to replace (2) with “BE IT RESOLVED that the current committee members remain until a Pay Equity Plan has been negotiated and posted; and BE IT FURTHER RESOLVED that a maintenance committee be elected at the next divisional for the purpose of maintaining the Pay Equity plan after said plan has been negotiated and posted.

Moved: Lori Davis, L. 499

Seconded: Tracy Vyfschaft L. 377

AMENDMENT CARRIED

MOTION CARRIED, AS AMENDED

Pg 5-37 **MOTION:** BE IT RESOLVED the language be changed to read “two (2) alternates shall be elected”; BE IT FURTHER RESOLVED that parallel changes be made specifically but not limited to Article 8.1 (k); and BE IT FURTHER RESOLVED this amendment be effective immediately.

CARRIED

Pg 5-39 **MOTION:** BE IT RESOLVED that each individual LBED Local and Composite Local be responsible for a payment of \$4.24 per member; and BE IT FURTHER RESOLVED that payments are made to the Secretary Treasurer of the LBED Division by the month of April in each calendar year; and BE IT FURTHER RESOLVED this amendment be effective immediately.

DEFEATED

Much discussion ensued regarding the finances of the Division.

MOTION: BE IT RESOLVED that all locals and composite locals be responsible to pay \$2.58 per member per year; and BE IT FURTHER RESOLVED that the remaining \$1.66 be put towards the borrowing of the Anti Privatization committee.

(This Motion was Withdrawn with the approval of the Delegates)

Motion to have Secretary go back and come back to the floor with Delegates to adjust the numbers to read actual numbers and budget to the floor.

DEFEATED

After further discussion, it was agreed that this matter was to be REFERRED back to the LBED Secretary-Treasurer for clarification of actual amounts needed.

The meeting recessed for the day at 5.10 pm

June 19, 2011

Denise Davis, L.378, LBED Chairperson, re-convened the meeting at 9:20 a.m.

The Bylaw Amendment for Article 9 Authority and Finance was brought back to the floor, with a Motion to read as follows:

Pg 5-39 WHEREAS currently Article 9.1 has not been implemented to fund Divisional activities; and

WHEREAS the division has total operating expenses of \$40,134.00 per year; and

WHEREAS there is a need to fund committees that are not centrally financed by OPSEU such as By Law Review Committee, Education and Communications Committee and any future AdHoc Committees when needed;

THEREFORE BE IT RESOLVED that each individual LBED Local and Composite Local be responsible for a payment of \$6.82 per member; and

BE IT FURTHER RESOLVED that payments are made to the Secretary Treasure of the LBED Division by the month of April in each calendar year; and

BE IT FURTHER RESOLVED that this Amendment be effective immediately.

Moved: Denise Davis, L.378

Seconded: Robin Reath, L.163

The Delegates accepted this revised Motion and it was

CARRIED

Negotiating Procedures Amendments:

Pg 6-1

MOTION: BE IT RESOLVED THAT for the purposes of Article 2.9, the status of the member elected to represent a specific category or sector shall be base on the member's status as of the date of elections for the Negotiating Team.

MOTION: Closure

Moved: Nick Foti, L. 5109

Seconded: Michael Pallotta, L. 5108

The vote was called on the Main Motion and it was

CARRIED

CARRIED

Negotiations Procedures -House Keeping Items

MOTION: To recommend the below clerical changes to the LBED Sector 26 Negotiating Procedures, as a package:

Moved: Denise Davis, L: 378

Seconded: Richard Woodall, L: 375

1.1 LCBO to "**LBED**"

1.2 Remove "and" Before "(PLMC)"

2.1b insert Collective Bargaining Unit in front of "at Head Office"

- 2.2 At the beginning of the sentence Insert “delegate entitlement for” , after formula insert “ as per Article 13.4 of the OPSEU constitution
 - 2.3 Insert to both meetings, FDSM shall be
 - 2.9 introduce section 6-1
 - 2.11 Add **observers** after alternates
 - 3.2 Last bullet point add **observers** after alternates
 - 3.6 Add **observers** after alternates
 - 4.6 Change LCBO to **LBED**
 - 6.1 combine c, d and e and replace with new c
 - 7.4 at end add “**in accordance to OPSEU Policy**”
 - 7.10 add and “under the direction of staff”
- Last page “change date to November 27, 2009”

CARRIED

ELECTIONS:

Staff Senior Negotiator Rob Field assumed the Chair to conduct the Election portion of the Agenda. He provided an overview of the election process and instructions, per the provision of the LBED Bylaws.

MOTION: The election of Alternates is to be based on plurality ranking priority.

Moved: Dora Robinson, L: 376
 Seconded: Nick Foti, L: 5109

CARRIED

MOTION: To limit speeches to 3 minutes for Officers and 2 minutes for all other position.

Moved: Richard Woodall, L: 375
 Seconded: Janet Unhola, L.499

CARRIED

MOTION: To destroy all ballots at the end of the election process.

CARRIED

The Election results were as follows:

(a) Chairperson: (1 position)

Nominator	Nominee	Stand/ Decline	Result
Dora Robinson	Vanda Klumper	S	

Robin Reath	Denise Davis	S	Elected
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(b) Vice Chairperson: (1 position)

Nominator	Nominee	Stand/ Decline	Result
Felicia Fahey	Jeremy Trainor	S	
Lori Davis	Tracy Vyfschaft	S	Elected

(c) Grievance Committee: (1 Retail Member + 2 Alternates)
(1 Non-Retail Member + 2 Alternates)

Retail Member

Nominator	Nominee	Stand/ Decline	Result
Denise Davis	Sean Swayze	S	Acclaimed

Retail Alternates

Nominator	Nominee	Stand/ Decline	Result
Dona Shea	Eileen Allen	S	1 st
Denise Davis	John Nahirny	S	2 nd

Non Retail Member

Nominator	Nominee	Stand/ Decline	Result
Colleen Macleod	Craig Hadley	S	
Denise Davis	Jeremy Trainor	S	Elected

Non Retail Alternates

Nominator	Nominee	Stand/ Decline	Result
Colleen Macleod	Craig Hadley	S	2nd
Denise Davis	Luis Nunes	S	1st

(d) Secretary-Treasurer: (1 position)

Nominator	Nominee	Stand/ Decline	Result
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Robin Reath	Colleen MacLeod	S	Acclaimed
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(e) Benefits & Pensions Committee: (3 Members / Chairperson / 2 Alternates)

Member

Nominator	Nominee	Stand/ Decline	Result
Sandy Hunter	Donna Shea	S	Elected
Roberto Ianni	Valerie Daughton	S	
Colleen Macleod	Stacey Sholtack	S	Elected
Eileen Allen	Susan Lusty	S	Elected
Jen Van Zetten	Mike Peris	S	

Chairperson

Nominator	Nominee	Stand/ Decline	Result
Dora Robinson	Susan Lusty	S	Elected
Eileen Allen	Donna Shea	S	

Alternates

Nominator	Nominee	Stand/ Decline	Result
Tammy Rogers	Paulette Chaisson	S	1 st
Stacey Sholtack	Valerie Daughton	S	2 nd

(f) Health & Safety Committee - (3 Members / Chairperson / 2 Alternates)

Member

Nominator	Nominee	Stand/ Decline	Result
Tracy Vyfschaft	Jen Van Zetten	S	Elected
Felicia Fahey	Rob Mithrush	S	Elected
Robin Reath	James Morrison	S	
Dora Robinson	Lynn Graham	S	Elected

Chairperson

Nominator	Nominee	Stand/ Decline	Result
Tracy Vyfschaft	Jen Van Zetten	S	Acclaimed

Alternates

Nominator	Nominee	Stand/ Decline	Result
Tracy Vyfschaft	Tammy Rogers	S	1st
Dora Robinson	Maria Hampson	S	
Stacy Sholtack	John Nahirny	S	2 nd

(g) Education & Communication Committee - (3 Members / Chairperson / 2 Alternates)

Member

Nominator	Nominee	Stand/ Decline	Result
Colleen Macleod	Felicia Fahey	S	Acclaimed
Denise Davis	Craig Hadley	S	Acclaimed
Felicia Fahey	Lisa Foresta	S	Acclaimed

Chairperson

Nominator	Nominee	Stand/ Decline	Result
Colleen Macleod	Felicia Fahey	S	Elected
Denise Davis	Craig Hadley	S	

Alternates

Nominator	Nominee	Stand/ Decline	Result
Denise Davis	John Nahirny	S	2 nd
Luis Nunes	Jeremy Trainor	S	1st

(h) Anti-Privatization Committee - (3 Members / Chairperson / 2 Alternates)

Member

Nominator	Nominee	Stand/ Decline	Result
Eric Mackenzie	Richard Woodall	S	Acclaimed
Lynn Graham	Kevin Herbert	S	Acclaimed
Richard Woodall	Kristina Fiore	S	Acclaimed

Chairperson

Nominator	Nominee	Stand/ Decline	Result
Lynn Graham	Kevin Herbert	S	
Eric Mackenzie	Richard Woodall	S	Elected

Alternates

Nominator	Nominee	Stand/ Decline	Result
Lori Davis	Stefan Ludin	S	1st
Felicia Fahey	Anne Makela	S	2 nd

(i) Ranking of Committee Chairpersons

Ranking	Result
Susan Lusty (BPC)	1 st
Jen Van Zetten (PHSC)	3rd
Felicia Fahey (ECC)	2 nd
Richard Woodall (APC)	4 th

(j) Employee Assistance Program (EAP) - (Chairperson)

Chairperson

Nominator	Nominee	Stand/ Decline	Result
Susan Lusty	Valerie Daughton	S	
Dora Robinson	Maria Hampson	S	Elected

(k) Permanent Vacancy Review (PVR) Committee - (Chairperson / Alternate Chairperson)

Chairperson

Nominator	Nominee	Stand/ Decline	Result
Mike Robertson	Dave Holmes	S	Acclaimed

Alternate Chairperson

Nominator	Nominee	Stand/ Decline	Result
Tracy Vyfschaft	Eric Davis	S	Elected

Paulette Chaisson	Connie Herman	S	
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(l) Pay Equity Committee - (4 Alternates)

Alternates

Nominator	Nominee	Stand/ Decline	Result
Anne Makela	Eileen Allen	S	1 st
Tammy Rogers	Conni Herman	S	2 nd
Felicia Fahey	Stacey Sholtack	S	3 rd

(m) By Law Review Committee - (2 Members / 2 Alternates)

Member

Nominator	Nominee	Stand/ Decline	Result
Jen Van Zetten	Robin Reath	S	Acclaimed
Susan Lusty	Lori Cheyne	S	Acclaimed

Alternate

Nominator	Nominee	Stand/ Decline	Result
Felicia Fahey	Eric Davis	S	Acclaimed

(n) Regional Labour Management Committees (Retail) - (4 Regional Chairpersons,
4 Regional Alternates)

Results of elections in Retail breakout groups, by LCBO Region

LCBO Region	RLMC Chairperson	RLMC Alternate
Western	Robin Reath	Chris Patterson
Central	Kristina Fiore	Lynn Graham
Eastern	Tracy Vyfschaft	Eric Davis
Northern	Eric Mackenzie	Norman Lamarche

(o) Trustees (2 Members, 2 Alternates)

Members

Nominator	Nominee	Stand/ Decline	Result
Paulette Cha	Naomi Bell	S	
Susan Lusty	Kim Tersigni	S	
Stefan Ludin	Janet Unhola	S	
John Nahirny	Chris Patterson	S	
Denise Davis	Dave Vermue	S	Elected
Tammy Rogers	Kevin Ramsey	S	Elected

Alternates

Nominator	Nominee	Stand/ Decline	Result
Susan Lusty	Kim Tersigni	S	2 nd
Stefan Ludin	Janet Unhola	S	1 st

The ballots were destroyed.

NEW BUSINESS

- Casual employees
 - Not getting paid for attending union business on Sundays.
 -
- Regional Mobilizers

MOTION: That during the bargaining conference when we elect our negotiating team also elect at least one Regional mobilizer in each OPSEU region. Further, elect 3 Alternates per OPSEU region.

Moved: Lori Davis, L: 499

Seconded: Dora Robinson, L: 376

CARRIED

ADJOURNMENT

MOTION: To Adjourn

Moved: Colleen MacLeod, L: 5107

Seconded: Nick Foti, L: 5109

CARRIED

The meeting adjourned at 5:25 p.m.

AUTHORIZED FOR DISTRIBUTION:

Denise Davis
LBED Chairperson

Warren (Smokey) Thomas
OPSEU President

/az