

2017 BARGAINING BULLETIN



Information for OPSEU members in the Liquor Board Employees Division • Issue #1 – December 16, 2016

Get ready to bargain!

This year was a busy one for OPSEU members at the LCBO. The New Year will be even busier!

The OPSEU Liquor Board Employees Division (LBED) has been hard at work in 2016, delivering a strong campaign against the privatization of our work. But as we turn the corner into 2017, it's time to make way for contract negotiations between the LCBO and your OPSEU bargaining team. Our collective agreement expires on March 31, 2017.

"We've already spent months getting ready to bargain," says Denise Davis, chair of the LBED bargaining team. "We've elected our bargaining team, we've set our demands, and we've started laying the foundation for our next contract."

"We are well under way, but this is just the beginning of a long journey."

Human rights talks come first

Bargaining in this round will officially begin on February 20, 2017. But before it does, the LCBO and OPSEU must iron out the details of an historic [agreement](#) reached November 1 to settle a major human rights complaint.

As a result of that agreement, customer service representatives (CSRs) working as casuals in LCBO stores and depots will soon be placed on a new wage grid. This new grid will allow them to reach the same top pay rate earned by permanent part-time and permanent full-time CSRs. This settlement represents a huge victory for more than 4,000 casual CSRs.

In November, the parties agreed to several things:

- All CSRs – casual, permanent part-time, and permanent full-time – will be on the same pay grid.
- All the details of the new pay grid will be negotiated between OPSEU and the LCBO.
- If OPSEU and the LCBO cannot agree, all outstanding issues will be decided by arbitrator William Kaplan, and his decisions will be legally binding on both parties.
- No CSR will see her or his pay go down as a result of the settlement.

Negotiations are currently under way, and the outstanding issues will be decided before bargaining of the new collective agreement begins. The parties have agreed to a "blackout" on these talks. Neither of the LCBO and OPSEU will be releasing details until a final settlement is reached, either through negotiations or by order of the arbitrator.

For more details of the November 1 agreement, read our [Q&A](#).

Bargaining kicks off February 20

So far, OPSEU and the LCBO have agreed to 17 dates for negotiations: **February 20-24, March 6-10, April 3-5, and April 10-13.**

The OPSEU bargaining team is optimistic about this round, says bargaining team Chair Denise Davis. "This is our round," she said. "The fight against

Premier Wynne's privatization agenda is sweeping across the province, and has been taken up by folks all over. And the progress we've already made on equal pay for equal work gives us more room to focus on other key issues like job security, wages, benefits, and hours of work."

Meet your bargaining team

The OPSEU bargaining for the Liquor Board Employees Division consists of five members:

Denise Davis, Chair, Local 378

Colleen MacLeod, Secretary/Treasurer
Local 5107

Jennifer van Zetten, Vice-Chair,
Local 162

Robin Reath, Local 163

Mark Larocque, Local 499

The bargaining team is assisted by OPSEU Negotiator Jeff Weston, Researcher Steve Crossman, and other assigned staff.

Meet your mobilizers

OPSEU mobilizers are your co-workers at the LCBO. Their job is to help keep you informed of what happens at the bargaining table, and how you can support the bargaining team as they work to get you the best collective agreement possible. LBED members have elected mobilizers in each of the seven OPSEU regions:

Guy Jeremschuk, Local 162

Bonnie Jolley, Local 284

Tracy Vyfschaft, Local 377

Dianne Perry, Local 497

Craig Hadley, Local 5109

Amanda Pellerin, Local 682

Rob Mithrush, Local 741

Stay informed!

You can receive this bargaining bulletin (and our regular newsletter, the Echo) directly by e-mail. Just call OPSEU at **1-800-268-7376** or **(416) 443-8888**, and give the operator your name and e-mail address. You can also watch for updates on the OPSEU website at www.opseu.org. And be sure to attend upcoming bargaining information meetings in your area.

EAP Hotline: 1-800-263-1401

The LCBO Employee Assistance Program is a confidential, hassle-free counseling service for eligible LCBO employees and their immediate families. For assistance, call **1-800-263-1401**.

Your 2017 Bargaining Bulletin is authorized for distribution by:
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