



BARGAINING 2016

DEMAND-SETTING FACTSHEET #1

What is demand-setting?

The collective agreement between the LCBO and OPSEU expires on March 31, 2017. If that seems like a long way away, it's not! Bargaining a new contract means getting ready more than a year in advance, and the bargaining process has already started. The first step is called **demand-setting**. This is how OPSEU members tell their bargaining team what they want in their next contract.

Here's how it works:

March 2016	<i>The member survey.</i> All OPSEU members at the LCBO had the opportunity to complete a demand-setting survey. It was a chance to say what matters most to you in bargaining.
April 2016	<i>The pre-bargaining conference.</i> Delegates elected from each LCBO local came to Toronto to elect your bargaining team.
September 2016	<i>Local meetings.</i> At local demand-setting meetings, members will discuss, debate, and decide what their priorities are. April's survey results will be reported to members. These meetings must take place before the end of September.
November 5, 2016	<i>The final demand-setting meeting.</i> The elected delegates return to Toronto to set the agenda for the elected bargaining team.

When the notice to bargain is sent in January 2017, the demands your bargaining team take to the table will be the ones that come out of the demand-setting process. If you don't participate, your issues may not be discussed. Let's start this round off right: attend your local demand-setting meetings!



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DEMAND-SETTING FACTSHEET #2

Our fight for fair compensation continues

**“Casuals do the same job for less pay.
We should be paid the same as full-timers.”**

Fair compensation has been your fight in past bargaining rounds, and OPSEU’s position continues to be that similar and identical work should receive identical wages. It also should mean that step increases between casuals and full-timers are the same, too. After the last round of bargaining, OPSEU filed a complaint with the Ontario Human Rights Commission regarding this gender and wage discrimination, and we are still waiting for a resolution.

The reality is that the employer continues to find ways to pay employees less and less, and it’s getting harder to live on the wages of what was once considered a “good job.” Meanwhile, the LCBO’s profits keep climbing – and it’s all because of your hard work. What gratitude do you get? None. Instead, you get told to work more for less pay.

While some OPSEU members at the LCBO make fairly good wages, that number is decreasing – despite having won 200 full-time jobs in the last round of bargaining, plus yearly positions through the Permanent Vacancy Review. The employer has found ways to deny you the permanent positions they promised. So now three-quarters of LCBO employees are casuals or fixed-term help. Casuals and fixed-term employees are cheap labour for the employer!

Limited benefits (for the lucky casuals who do get them), no paid vacation days, no paid sick days, fewer hours of work, and much lower wages. What is worse is that most casuals working at the LCBO are women. The gender wage gap is a serious problem in Ontario, and you don’t have to look any farther than the LCBO to see it in practice.

A customer who walks into an LCBO store on a busy summer day can’t see it, but employees doing the same work are paid at vastly different rates:

- A permanent full-time Liquor Store Clerk (grade 3) earns \$27.53 an hour.
- A casual worker makes \$21.07 an hour.
- A fixed-term worker employed during the summer or the holiday rush gets just \$12.69 an hour.

It’s not fair – and it doesn’t have to be this way.

“We casuals work exactly the same jobs as full-timers. Why are we not paid the same wages, why don’t we get some benefits? This is discrimination, and it’s against the law.”

**What’s the best way to ensure fair compensation for OPSEU members at the LCBO?
Tell your union what you think: go to your local demand-setting meeting!**



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DEMAND-SETTING FACTSHEET #3

Your job security is at risk

“No guaranteed hours equals no job security.”

“No one can survive on 4 and 5 hour shifts.”

Slowly but surely, the government is privatizing the LCBO. They may call it “expanding sales” and “enhancing convenience for customers.” But it’s privatization by the backdoor. What does that mean for OPSEU workers at the LCBO? It means you are under more pressure than ever to fight for job security.

The number of full-timers has declined five per cent since 2012. Casuals have replaced those lost full-time positions. Full-time positions come with guaranteed hours, benefits, pension, and job security. It’s clear that the employer intends to abolish full-time work, and create a precarious workplace where all employees are cheap and disposable.

What is job security? It’s having a job with decent hours and wages that supports a good life. It’s being able to afford the basic needs in life, having the guarantee of help when you’re sick or injured, and looking forward to a livable pension when you retire.

Back in 2009, the Finance Minister said: “We are not selling the LCBO...we will not turn

the LCBO into an income trust. And, we will not permit selling of beer and wine in corner stores. It is our very strong view that the public interest of Ontarians is best served by the continued public ownership of the LCBO.” How quickly things change when a government stops listening to anyone except the highest payers – the corporations that would reap the benefits of privatization.

“As a 14-year employee I am devastated to learn that the LCBO is planning to stop hiring full-time [staff]. This is all I had to look forward to. Now I work 5 hours a day, the same as new hires, with no changes in sight – except possibly 5 hours becoming 4. This is quickly becoming a lousy company to work for...no full time [jobs] is a lousy thing coming from a government-owned Canadian company.”

**What’s the best way to fight for job security for OPSEU members at the LCBO?
Tell your union what you think: go to your local demand-setting meeting!**



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DEMAND-SETTING FACTSHEET #4

Health and safety is a RIGHT

The employer must start recognizing the importance of prevention in the workplace.

Health and safety was one of the biggest concerns that OPSEU workers with the LCBO raised at the pre-bargaining conference earlier this year. They included repetitive strain, workload, complement of staff, lack of training for health and safety committee members and health and safety representatives, and non-enforcement of health and safety recommendations made by the committee.

Having a safe and healthy workplace is the right of all workers. Yet OPSEU members continue to struggle with excessive workloads. The employer uses duty rosters that are meant to divide tasks among scheduled employees in a day as a way of rotating the heavy and repetitive work. However dividing up the work does not address the hazards at their source. And the roster often can't be followed due to not having enough staff or because many workers have work limitations from suffering previous injuries. How long until all workers get injured or suffer some kind of limitation? We contend that the roster is not a successful measure in preventing the hazards and reducing injuries - although it may be a successful measure to block LBED members' WSIB Claims. When workers try to make a claim with the WSIB, the employer counters by flashing the roster, claiming that health and safety measure are being taken - and the claims get thrown out. It's a complete sham.

The employer must be obligated, through the collective agreement, to provide all employees with a safe workplace. It all comes down to prevention. The employer continues to use an aggressive return-to-work policy that offers

workers return to work packages sometimes before a doctor has even assessed them and determined the workers' restrictions. When workers return to work injured, it makes it look on paper like injuries have decreased. But, while lost time decreases, the number of no lost time injuries skyrockets. Workers are working injured and face the risk of re-injury. And healthy workers face the risk of injuries, too. The employer must recognize the importance of prevention in the workplace, and they must implement effective measures and procedures that prevent injuries before they occur.

You have a Provincial Health and Safety Committee. However, the employer rarely uses it to its full extent. They share information about pilot projects without consulting with the committee in advance of what to pilot, where to implement it, nor do they gather information from the committee before the pilot starts or to help assess it after. They decline to participate jointly with the committee in health and safety projects that could inform prevention.

If the employer is as serious as they say about safe workplaces for LCBO employees, they must provide sufficient time for committee members to perform their roles, and consult them before implementing any pilot projects. If they used the committee, allowed it to make informed recommendations, and rolled those recommendations out across the province, the LCBO would make great strides in prevention.

What's the best way to ensure the safest workplaces for OPSEU members working at the LCBO? Tell your union what you think: go to your local demand-setting meeting!



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DEMAND-SETTING FACTSHEET #5

Insurance and benefits

“[We] should not have to wait to get full-time status or work 10+ years to receive benefits.”

Working a job that requires physical labour - including repeatedly lifting heavy boxes, loading and unloading trucks, carrying and moving stock by hand and by forklifts, bending and stocking, and standing for long periods of time - can be exhausting. More than that, it can take a toll on your body, especially when you've been doing it for many years.

Benefits can greatly help reduce the strain of work. But the problem is that the majority of OPSEU members at the LCBO don't get them. Casuals who do enjoy them have minimal benefits packages that don't include expanded coverage for optical, hearing, or sufficient chiropractic care.

Furthermore, casuals who get benefits have to jump through hoops just to keep them by requalifying every single year. Since their eligibility depends on the number of hours worked, if a casual were to take parental or sick leave, they'll no longer qualify for benefits. Furthermore, with casuals' hours being cut, it becomes almost impossible to make up the

hours needed to qualify for benefits. Casuals are not even granted paid sick days! Therefore, they're forced to come to work when sick or injured, or else they lose their income. This jeopardizes the health of all workers and puts injured workers at risk of aggravating their injuries. But it sure saves a buck for the employer. Is that fair? Of course not.

Even full-timers find themselves losing more and more coverage. You're having to pay additional costs over and above your coverage for services you need, such as optical, dental, and prescriptions).

Together, demand fair benefits and insurance coverage for all LCBO employees.

“...casuals who get benefits have to jump through hoops just to keep them by requalifying every single year.”

What's the best way to ensure fair benefits packages for both casuals and full-time LCBO employees? Tell your union what you think: go to your local demand-setting meeting!



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DEMAND-SETTING FACTSHEET #6

The casual problem

“Equal pay for equal work is a basic right...except if you work at the LCBO.”

The employer will surely agree that “happy workers make good workers - but their actions say the opposite.

The number of casuals at the LCBO is on the rise, and that number is only expected to increase, while full-time positions decrease – this is despite the Permanent Vacancy Review, which the employer keeps finding ways to avoid.

Currently, a permanent full-time liquor store clerk (grade 3) is earning \$27.53 an hour, while a casual worker doing the same work is making \$21.07 an hour. In addition to making \$6.46 an hour less, casuals don’t enjoy the same benefits (if they’re lucky enough to get them at all) or get paid sick days.

This isn’t about resenting the full-timers. It took them years to achieve full-time status, and it’s well deserved. The issue is that everyone deserves these entitlements. This tiered work system - of workers doing the exact same work but at varying levels of wages and entitlements – has got to stop. **Equal pay for equal work** is a basic right workers all over Ontario are fighting for. We are among them, even though many Ontarians are still under the mistaken impression that LCBO workers are paid “too well.”

It isn’t impossible, either. Part-time workers and casuals in many European countries are protected by laws that ensure they receive the same benefits, wages, and pensions as full-timers doing the same work.

Casuals deserve respect. The LCBO consistently gives casuals notoriously short shifts, including brutal two-hour lunch relief shifts, and schedules too few workers at a time. With increasing privatization, LCBO employees can expect the casual problem to worsen, and with that, their working conditions. Together, OPSEU members can show that everyone’s job matters, that all workers matter, and that *everyone* deserves a decent job to help raise a family, buy a home, or simply retire with dignity.

It isn’t asking too much.

“Casuals’ hours should be scheduled according to seniority!”

**What’s the best way to fight for decent conditions for casuals at the LCBO?
Tell your union what you think: go to your local demand-setting meeting!**