

Appendix "A"

GSB # 2013-3947

IN THE MATTER OF AN ARBITRATION
BEFORE THE GRIEVANCE SETTLEMENT BOARD

BETWEEN:

LIQUOR CONTROL BOARD OF ONTARIO

("the LCBO")

And

ONTARIO PUBLIC SERVICE EMPLOYEES' UNION

("the Union")

MINUTES OF SETTLEMENT DATED DECEMBER 6, 2017 (the "Agreement")

WHEREAS the Union and the LCBO have been and are currently, bound to a collective agreement, the current version of which has a term of April 1, 2017 to March 31, 2021 ("the Collective Agreement");

AND WHEREAS a retail store employee in the Northern Region in the LCBO's Retail Operations Division ("Retail Operations") filed the above noted grievance which alleged that the LCBO violated the Collective Agreement through its refusal to grant the employee a vacation day in December 2013 ("the Grievance");

AND WHEREAS the Grievance was referred to arbitration and was scheduled for hearing on July 12, 2017 before Arbitrator Stephen Raymond, but the parties to the Grievance agreed to fully and finally resolve same;

AND WHEREAS a term of such settlement was that the LCBO and the Union (the "Parties") would agree to this Agreement;


NOW THEREFORE the Parties agree as follows:

1. The LCBO agrees that in Retail Operations there is no period in which all vacation requests will be denied as a matter of course.

- 2. The LCBO agrees that in Retail Operations vacation requests will be considered in the context of the circumstances that exist at the relevant times, and decisions with respect to approving same shall be made in accordance with applicable provisions of the Collective Agreement.
- 3. The LCBO agrees to communicate the terms set out in paragraphs 1 and 2 above to its Regional Directors, District Managers and store managers.
- 4. By the signature of the authorized representatives hereunder, the LCBO and the Union agree to the terms of settlement set out herein.

For the LCBO

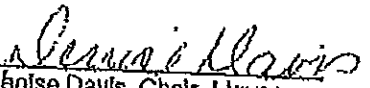
Date


 Rafik Loui, Vice President,
 Retail Operations

Dec 18, 2017

For the Union

Date


 Denise Davis, Chair, Liquor
 Board Employees' Division, OPSEU

December 11, 2017