

LBED Divisional Executive Minutes

Closed Items as of: February 21, 2018

Attendees	Denise Davis, Chair Jennifer VanZetten, Vice Chair Colleen MacLeod, Secretary/Treasurer Shelly Robitille, Pension & Benefits Committee Chair Debbie McGuinness, Health and Safety Committee Chair Craig Hadley, Education and Communications Committee Chair Jamie Kensley, Anti Privatization Committee Chair Jeff Weston – OPSEU Negotiator
69. Grievances	
Discussion	<p><u>JULY 2015</u> VanZetten requested the Chair to attend the first grievance committee meeting as ex-officio.</p> <p><u>MOTION: VanZetten seconded Woodall</u> To have the Chair attend the first grievance committee meeting with time off paid from the pool of days and expenses paid from Divisional Dues</p> <p><u>CARRIED</u></p> <p><u>SEPT 2015</u> The Chair will continue to be invited to attend from time to time when needed.</p> <p><u>JAN 2016</u> See Vice Chair Report for further information on LBED Grievances.</p>
Status	CLOSED
30. Human Rights Application – Guest Steve Nield	
Discussion	<p>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. updates will continue to be provided when available.</p> <p>The Union will notify the Employer on the status of Pay Equity.</p> <p><u>JANUARY 2014</u> Legal counsel suggested Locals continue to collect forms if available and asked that we start collecting ‘real 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.</p>

APRIL 2014

Meeting 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 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

An update to the Human Rights Application provided by Steve Nield (OPSEU Staff) and Fay Faraday (Legal). Regardless of the Employer 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.

JANUARY 2015

The legal counsel representing OPSEU at the Human Rights tribunal recommended that OPSEU should organize a campaign leading up to the Tribunal meeting dates.

A proposal for a Human Rights Campaign was prepared by OPSEU and presented to the OPSEU board in Nov 2014 and was deferred from the OPSEU EBMS until January 28th 2015 meeting. This issue came out of the last round of bargaining in May 2014 and funding for the campaign is from the OPSEU contingency fund. See the proposal as submitted below:

Whereas member education and support is needed to ensure a successful completion of the Human Rights Complaints supported by OPSEU for over 1,400 male and female casual workers at the LCBO; and

Whereas this effort will have a positive effect on many OPSEU members, and union efforts to advocate for Equal Work and Pay measures;

Therefore, be it resolved that the Executive Board approve the campaign plan presented, with various measures to promote Equal Pay for Equal Work; and Pay Equity; and

Be it further resolved that the Executive Board approve funding to \$88,386.00 for the campaign, with funds drawn from the **Contingency Fund**.

No further information was available for this meeting.

APRIL 2015

Faye and Jan updated the Executive on the status of the complaint. July 6th, 2015 the formal hearing

will begin. Employer's objections were not accepted. Legal will continue to focus on evidence being presented and will begin to contact individual members early next week.

JULY 2015

Davis provided a short update to the Executive. Mediation continues

SEPT 2015

Update from Neild to Executive via conference. The Sept 11th update meeting with council confirmed November 16th 2015 to start. Employer is producing disclosure documents. Additional information will be provided as the case continues.

JAN 2016

All production issues will be completed by January 31, 2016. Further hearing dates will be established once the production issues have been resolved on or before January 31, 2016. Although not confirmed the Vice Chair has indicated that hearing dates should commence in May, 2016. Please feel free to contact Steve Neild should you have any further questions. Steve can be contacted via the OPSEU direct toll free number 1-800-268-7376 or by email at snield@opseu.org

We encourage all casual members to continue to send in their stories to Steve Neild at snield@opseu.org and to sign up to participate in the complaint.

APR 2016

The case continues to move forward with the formal hearing scheduled to begin in September 2016. To date we have received approx. 2000 documents that were requested through the disclosure process from the LCBO and the Ministry of Finance. At the last Case Management Conference Call on March 15th the following issues were discussed. The parties were to provide their list of dates for the hearing by April 1st. The parties were also required to provide their witness list by July 1st. The Tribunal's Vice Chair has continued to encourage the parties to engage in a mediation process arranged by the Tribunal and asked the parties to respond by March 23rd with their intentions. OPSEU has previously indicated that we were willing to participate in the Tribunal arranged mediation on the condition that it did not interrupt or interfere with the scheduling of the commencement of the hearing. The employer had initially responded that they also wished to participate in mediation but requested that the hearing process be put on hold while the parties attempted to negotiate a resolution. OPSEU objected and indicated that we would not participate under these conditions. The employer eventually agreed to OPSEU's conditions and notified the Tribunal on March 23rd of the parties' intention to proceed. The parties continue to have discussions to work out the details on how to proceed including an agreed to Mediator and focussing on establishing dates for this process in June 2016. The following hearing dates have now been confirmed by the Tribunal;

Opening Statements: September 22, 2016

Hearing dates: September 26 to 29, October 3, 18, 24 to 27 and 31, November 3, December 19 to 22.

Additional dates have been provided for October and November but have not been confirmed by the Tribunal.

Also, dates have been submitted for January and February 2017 which have not been confirmed.

The next Case Management Conference Call is scheduled for April 28th.

Status **CLOSED** – See Chair’s report for ongoing updates

33. Accommodation Discussions with senior LCBO management

Discussion NOVEMBER 2013
No further time to complete agenda

JANUARY 2014

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.

APRIL 2014

LCBO Accommodation meetings summary

Date	Present	Discussed	Actions
March 28, 2011	Denise Davis Gino Vendetti Tracy Vyfschaft Kim Macpherson Wayne Zachar Bonnie McPhail Lauri Green	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. There was discussion about developing a pilot project at the Durham warehouse on accommodations, one that meets HRC policy/guidelines. It was expressed that in the retail division managers are sometimes unaware of restrictions, are limiting hours with employees who require accommodations, and are making assumptions on what a person can and cannot do.	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. Union also requested stats on injured workers

		<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>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>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>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>

		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.	
September 23, 2011	Denise Davis Susan Lusty Jen VanZetten Rob Field Tracy Vyfschaft Terri Aversa Libby Zeleke Kim Macpherson	OPSEU assigned staff and members reviewed the LCBO's accommodation policy and discussed Discussed: <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 VanZetten Susan Lusty Kim Macpherson Brendan Kilcline Lauri Green Heather Bramer Wayne Zachar Connie Ferraro	Had ODRT <i>Strategic Response Services meeting. 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.</i>	OPSEU will continue to monitor ODRT's success and feedback information to LCBO in the hopes of changing their minds.
February 21, 2012	Denise Davis Jen VanZetten Susan Lusty Brendan Kilcline Kim Macpherson Lauri Green Heather Bramer	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. OPSEU raised an issue re: IME/FAE form – not clear that only relevant information to be provided 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 The Union requested a copy of the return to work letter	When the annual review comes up they will incorporate some of the suggestions the union made into the policy. LCBO will look at OPSEU involvement in the accommodation process and we can discuss at a future meeting. Heather to follow up with Bev and take a look at the form that the

			<p>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
 System in the retail division to involve union in accommodations
 Education to members about the legal right for accommodations, and the obligations placed on the employer and the union to facilitate accommodation and battle injured worker stigma through education.

SEPTEMBER 2014

The Division have asked OPSEU Staff to assist with getting a meeting date with the Employer to continue discussions. A proposal for funding is being prepared jointly through the Pension and Benefits/Health and Safety Committees to present to the OPSEU Executive Board for funding.

NOVEMBER 2014

Due to operational needs in London, Smokey & Eddy are unable to attend to discuss committee funding.

JANUARY 2015

No meetings have been arranged to date

APRIL 2015

Jointly the Pension & Benefits and the Health and Safety Committee will continue to monitor the development of the Employer's accommodation policies and procedures. Updates provided when available.

JULY 2015

The Executive discussed. Will proceed securing meeting dates ASAP.

SEPT 2015

Terms of Reference for the committee discussed with OPSEU Staff. The Union and the Employer

continue to discuss the composition of the committee.

JAN 2016
No further updates.

APR 2016
A central budget of \$8000 has been allocated to this committee to continue their work.

Status **CLOSED** – further updates will be provided in the Chair’s report.

64. NUPGE Liquor Components meeting/call out to other provinces

Discussion JULY 2015
Woodall proposed a NUPGE Liquor Components meeting either face to face or via web conference. A proposal needed for developing a NUPGE meeting and submitted to the Executive Board for approval. OPSEU then submits the proposal to NUPGE to canvass interest. Woodall and Kotanen will develop a proposal.

SEPT 2015
OPSEU Staff are working with administration to contact NUPGE for dates. Staff will advise.

JAN 2016
No updates at this time.

APR 2016
NUPGE has arranged a meeting with other Provincial Liquor components on May 19th. 2016. This meeting will be attended by the officers and the Anti-Privatization Committee. Continuing updates will be provided in the Anti Privatization Committee Reports.

Status **CLOSED**

72. Central Committee Budgets

Discussion Executive requested all centrally funded committee budgets from OPSEU to review. Committee Chairs need to ensure they let their staff representative know if they have any special projects or budget requests.

Liquor Board Employee Division	YTD Actual	YTD Budget	YTD Variance	Account No.
Divisional Council	34,007.45	22,500.00	(11,507.45)	(48CL0921500...
Benefit Committee/Casual Sub Committee	8,570.33	3,000.00	(5,570.33)	(48CL0221500...
Labour Management	36,479.64	11,250.00	(25,229.64)	(48CL1221500...
Regional Lab Mgmt	16,070.62	41,670.00	25,599.38	(48CL1321500...
Health & Safety	9,126.59	11,250.00	2,123.41	(48CL1521500...
Other Committees				
Grievance Committee	20,336.05	6,660.00	(13,676.05)	(48CL1021500...

LBED -2016

Cost centre	label	Bd approved 2016	Original submission	2015 budget	2014 actual
47NE0121	Neg_Barg_LBED - REVISED 10/22/2015	13,500	13,500	0	1,073
47NE0221	Neg_Dmd_Set_LBED REVISED RATIONALE ONLY	125,000	240,000	0	3,771
47NE0321	Neg_Mobil_LBED	0	50,000	0	24,626
47NE0421	Neg_PayEquity_LBED	25,000	25,000	25,000	279
48CL0221	Com_Benefit_LBED	8,000	8,000	4,000	5,939
48CL0921	Com_DivCouncil_LBED	35,000	35,000	30,000	30,064
48CL1221	Com_CntrlLbrMgmt_LBED	38,000	38,000	15,000	29,074
48CL1321	Com_RegLbrMgmt_LBED	30,000	50,000	50,000	23,199
48CL1521	Com_HlthSafety_LBED	15,000	15,000	15,000	12,781
48CL1721	NEW-LBED_Accommodation_Committee	8,000	8,000	0	-
56AP1600	LBED Agency Store Campaign	0	0	0	17,191
57CD7000	Camps_LBED_LM_and_MOL_Dispute_Res	15,000	15,000	0	-

APR 2016

No further discussions

Status **CLOSED**

73. Ottawa warehouse visit & Eastern region meeting

Discussion Meeting with LCBO HR and concerns brought forward. Labour Relations Committees Conference call to discuss will follow.

JAN 2016

The Ministry of Labour is working with the Union and the Employer on best practices and strategy. The focus being on communication and problem solving to support the committee going forward.

APR 2016

The MOL will propose dates for either party to consider.

Status **CLOSED**

75. LBED Caucus at Convention 2016

Discussion	The LBED Caucus at Convention will provide an update to the Human Rights Complaint filed by OPSEU, information on the upcoming LBED Pre-Bargaining Conference. Committee Reports will be given at the end of the agenda if time permits.
Status	CLOSED
68. PVR 2014 Review	
Discussion	<p><u>JULY 2015</u> The LBED By-Laws state the PLMC is to be part of the coordination of PVR meetings province wide. Terms of Reference need to be developed to guide the committee throughout the yearly review. A permanent OPSEU staff representative must be assigned to oversee negotiations with the employer.</p> <p><u>SEPT 2015</u> Six policy grievances filed. Holmes and Kotenan will present policy grievances. Stage 3 meetings arranged with the Union and the Employer. Davis, VanZetten and Holmes continue to work on the process and develop Terms of Reference for the Committee.</p> <p><u>JAN 2016</u> The Executive reviewed outstanding challenges from 2015. A full document of details and challenges will be presented to management in mid January.</p> <p><u>APR 2016</u> A document of all outstanding grievances has been presented to the Employer. Union will present at the GSB on May 13th, 2016.</p> <p><u>AUGUST 2016</u> Continued updates will be provided in the Vice Chair's report.</p>
Status	CLOSED – See Vice Chair's report for further updates
71. Pre-Bargaining Conference	
Discussion	<p>The Executive officers are meeting with OPSEU staff to review the survey and discuss the overall coordination of the event. April 30th is the proposed date for the conference and the meeting held at a Toronto hotel. The Officers and Staff will discuss via conference call on Oct 13th, 2015 between 10am and noon.</p> <p><u>JAN 2016</u> OPSEU sent an email to Locals explaining the process of Pre-Bargaining and Final Demand Set. The same delegates elected to attend Pre-Bargaining should be the same delegates to attend the Final Demand Set Meeting in November.</p> <p><u>APR 2016</u> Completed surveys have started to arrive at OPSEU. All surveys will be compiled by OPSEU and a report presented at the Conference.</p> <p><u>AUGUST 2016</u> OPSEU Central will provide the call out to members for the Final Demand Set meeting and prepare</p>

	the supplemental information for participants' binders.
Status	CLOSED
77. Beer Council Meeting	
Discussion	<p>The Chair of the Anti-Privatization Committee and the Divisional Chair will attend a Beer Council Meeting in Montreal</p> <p><u>AUGUST 2016</u> See Anti-Privatization report for further details and updates.</p>
Status	CLOSED
26. Equity of mobilizers during Bargaining	
Discussion	<p>Concerns were raised with the Equity of casual mobilizers and bargaining team members. Casual mobilizers are integral to the success of bargaining and should be treated equally with respect to compensation. OPSEU policies will be reviewed.</p> <p>NOVEMBER 2013 This item currently on hold and will be deferred for discussion to a future date.</p> <p>NOVEMBER 2016 The Executive discussed the issue of mobilizer compensation during Bargaining. Problems arose during the last round of negotiations where Casual mobilizers were unclear how many hours per week they would be compensated for. It is important to ensure all mobilizers are clearly informed by OPSEU how many hours they are being paid, entitlements to meals, mileage and other expenses.</p> <p>FEBRUARY 2017 Discussions between OPSEU and the Employer are ongoing. OPSEU is inquiring into book off length and will communicate with Mobilizers of all details regarding expenses and time off.</p>
Status	CLOSED
76. Post Retirement Benefits	
Discussion	<p>Many members are concerned about the 50% shared cost of benefits starting in 2017. Some members who would have continued working for a few more years are retiring to avoid those costs. OPSEU has filed a grievance against the Government of Ontario and will provide updates when more information becomes available.</p> <p>OPSEU is advising members to make your retirement plans based on the information that has currently been provided by OPT Trust. As of 2016 the estimated 50% cost is estimated at \$880 for single coverage and \$1665 for family coverage.</p> <p><u>AUGUST 2016</u> Issue still not resolved. The Division continues to communicate with staff on developments. Currently waiting on for the hearing on the grievance the OPS filed with the government.</p> <p><u>NOVEMBER 2016</u></p>

On November 16, 2016, OPSEU announced that it had signed an agreement with the Government of Ontario that would give OPSEU members in the OPTrust pension plan new choices with respect to their benefits after retirement. This Q&A answers some of the questions members may have.

1. Why was the union negotiating about my post-retirement benefits in the first place?

On February 18, 2014, the Ontario government announced a plan to change the funding of post-retirement benefits for members of the OPTrust pension plan and the Public Service Pension Plan. The government said that members of both plans who retired after December 31, 2016 would have to pay 50 per cent of the cost of the premiums for their benefits. This would cost single plan members about \$900 per year; plan members with families would pay about \$1,600 per year.

The government also announced that it would require OPTrust members to work longer in order to access post-retirement benefits (20 years instead of 10).

OPSEU's response was that the government had no right to unilaterally change members' post-retirement benefits or the way they were funded. Members filed hundreds of individual grievances and the union filed a policy grievance to try to stop the change from happening.

2. What does the new settlement give me that I didn't have before?

The main thing it gives you is choice. Members who retire on or after January 1, 2017 can still accept the government's original plan ("Plan A") and pay half the cost of the premiums, BUT now you can also choose a modified plan ("Plan B") at no cost at all. Members who choose either option can also upgrade their coverage at group rates. There is also a limited ability for current employees to move from Plan A to Plan B and vice versa after retirement.

3. Where can I see the details of what was agreed to?

A comparison chart showing the differences between Plan A and Plan B is available online at <https://opseu.org/news/optrust-retiree-benefits-comparison>. The full Memorandum of Settlement between OPSEU and the Government of Ontario is available at <https://opseu.org/news/optrust-retiree-benefits-memorandum-settlement>.

4. Aren't post-retirement benefits part of my collective agreement?

Post-retirement benefits for OPTrust members are provided under what is known as an "order in council" and have always been paid for and managed directly by the government.

5. Why didn't the union simply save "Plan A" for everybody?

The only way to have done this would have been to gamble that the Grievance Settlement Board (GSB) would rule against the government following hearings that had been scheduled to continue in the late spring of 2017. While the union was confident that it had a case, there was no guarantee that an arbitrator would rule in our favour. The union's view was that a negotiated settlement in 2016 would allow OPSEU members to make retirement decisions on certainties rather than guesses.

6. Why did the union accept benefit reductions in "Plan B"?

The union's goal in these negotiations was to provide an option that would continue to be 100 per cent government-paid, thereby saving members' money while maintaining or expanding the benefits members need and use the most.

7. Why did it take so long to negotiate the agreement?

The union has been pushing the government to withdraw or change its plan since 2014. It was only when the GSB rejected the government's preliminary objections to our grievances that the government got serious about settling the dispute.

8. What happens to the grievances that were filed?

Under the Memorandum of Settlement, all grievances, including individual grievances, are withdrawn.

9. The government says Plan B is "priced at" 50 per cent of the value of Plan A. How am I better off with Plan B?

The government has to take political considerations into account when describing this deal. The reality is, the actual value of Plan B will be different for every member based on his or her own health care needs. But one thing is true for all members: after December 31, 2016, enrollment in Plan A will cost more than \$900 for individuals and more than \$1,600 for families, but Plan B comes at no cost.

10. Which benefit plan do I have if I retire before January 1, 2017, and what do I pay for?

If you retire and receive at least one pension cheque before January 1, 2017, and have at least 10 years of pension credit, your post-retirement benefits will be delivered under Plan A at no cost.

11. What is the last day I can retire and still receive a pension cheque in 2016?

You should confirm this with your employer, as different employers are on different pay cycles and may take longer to process your request. Needless to say, you need to apply soon if you want to retire before the end of the year and receive post-retirement benefits under Plan A at no cost to yourself.

12. Which benefit plan do I have if I retire after January 1, 2017, and what do I pay for?

If you retire on or after January 1, 2017, and have at least 10 years of pension credit, you choose between Plan A (and pay half the cost of premiums) and Plan B (and pay no cost at all).

13. What happens to my post-retirement benefits if I do not have 10 years worth of pension credits by January 1, 2017?

If you have less than ten years worth of pension credits as of January 1, 2017, you are able to choose between Plan A (and pay half the cost of premiums) and Plan B (and pay no cost at all) as long as you have at least 20 years of pension credits when you retire and retire to an unreduced pension.

14. What happens to the post-retirement benefits of people who are hired on or after January 1, 2017?

New employees hired on or after January 1, 2017 are eligible to receive post-retirement benefits under Plan B and are required to pay 100 per cent of those premium costs (which is 50 per cent of the cost of

	<p>Plan A). Employees will require 20 years of pension credit and retire to an unreduced pension, which means the changes would not take effect until January 1, 2037 at the earliest.</p> <p>15. I have already given notice to my employer that I will retire prior to January 1, 2017 in order to preserve my post-retirement benefits under Plan A. Can I undo that?</p> <p>Yes. If you choose to continue working, please inform your employer that you are withdrawing your notice of retirement. When you do retire, and you meet the eligibility requirements, you will then be able to choose between Plan A (and pay half the cost of the premiums) and Plan B (at no cost to you).</p> <p>16. I retired after February 18, 2014. How does the settlement relate to me?</p> <p>If you retired after February 18, 2014, you are now eligible to apply for restricted competitions with your old employer as if you were still an active employee, with your seniority based on the date of your retirement.</p> <p>17. Where can I get more information?</p> <p>If you have a question not covered here or in the other materials listed above, please send an email to the OPSEU Pension and Benefits Unit at PensionsandBenefits@opseu.org</p> <p>A meeting was held with the Employer on November 23, 2016 to discuss implementation of the changes.</p> <p><u>FEBRUARY 2017</u> No further discussion</p>
Status	CLOSED
81. Member compensation when using own time to represent members	
Discussion	Local Representatives need to ensure the Employer is scheduling meetings during the member and the representatives scheduled hours. Both the member and the representative should ensure they are not attending meetings on their own time.
Status	CLOSED
82. Internet/Wi-Fi coverage	
Discussion	The Division had a discussion regarding data usage and phone tethering for internet use.
Status	CLOSED
78. LBED Meeting room at OPSEU Convention 2017	
Discussion	The Executive confirmed with OPSEU the size of a meeting room for the LBED Caucus. Convention will be held on April 6 th – 8 th , 2017.
	<u>FEBRUARY 2017</u> It was decided by a vote of the DivEx to have the LBED Caucus at noon.
Status	CLOSED
79. BPS Conference & Educationals	
Discussion	OSPEU has offered a three-hour educational course to each Division attending the BPS Conference. Discussion around whether our group will have enough time with the amount of elections required.

	<p>Courses were chosen and can be cancelled if necessary.</p> <p>FEBRUARY 2017 It was decided by a vote of the DivEx to not include the educational course as we must review By-Laws. This review takes a considerable amount of time.</p>
Status	CLOSED
86. Vacation requests	
Discussion	Concerns were raised around the form the Employer uses for vacation requests. This issue needs to be addressed through RLMC with the DM and RD.
Status	CLOSED
87. Bargaining updates	
Discussion	A brief update was provided to the DivEx from Jeff Weston.
Status	CLOSED
83. Proposed Pickets	
Discussion	<p>The Anti-Privatization committee has suggested a large size picket in Toronto on December 9th. We have a commitment from Region five locals and our OPSEU Region 5 Executive Board members to support this event.</p> <p><u>FEBRUARY 2017</u> The information rally in Toronto was a success. The Div-Ex has voted to continue the pickets throughout the province during bargaining. OPSEU will work with Locals and mobilizers to ensure we communicate a different message for negotiations purposes.</p> <p><u>AUGUST 2017</u> A new Committee has been elected and will discuss future events.</p>
Status	CLOSED
84. Local Boundary Maps	
Discussion	<p>All Locals were provided maps during the initial merger with OPSEU. Locals were responsible at that point to update the map provided to ensure new locations were added. The Secretary Treasurer provided the document from 2007 produced by OPSEU. This document will be shared with all Locals throughout the negotiation process.</p> <p><u>AUGUST 2017</u> Local boundaries were developed by OPSEU when we merged. In the past Locals have merged or split and this is done through the OPSEU Regional VP's.</p>
Status	CLOSED
85. Member orientation	
Discussion	Some Locals are not being notified of orientation for fixed term. Locals are to contact the District Assistant in their area via email. This has been discussed at PLMC at length and will need to be discussed during negotiations.

	<u>AUGUST 2017</u> No further discussion
Status	CLOSED
87. Bargaining Update	
Discussion	A brief update was provided to the DivEx from Jeff Weston. <u>AUGUST 2017</u> The new Collective Agreement was ratified by our members and we are now in the enforcement stage. There continue to be outstanding issues of interpretation that will be discussed through Regional and Provincial Labour Management.
Status	CLOSED
88. LBED Provincial Committees	
Discussion	It is required that all committees who meet face to face with the Employer must stand down at this time. No further dates are to be scheduled during negotiations. <u>AUGUST 2017</u> All LBED Committees are beginning to set up their first meeting post bargaining. A listing of all elected members will be shared with the Division through the ECHO newsletter.
Status	CLOSED
95. New DivEx calendar and future date planning	
Discussion	Div-Ex members were asked to purchase a 2018-2019 calendar/agenda for future planning.
Status	CLOSED
90. Post bargaining meeting with highest ranking/mobilizers	
Discussion	The Div-Ex has been made aware that OPSEU does not have a budget for a post bargaining meeting. <u>NOVEMBER 2017</u> No further discussion.
Status	CLOSED
91. Building local capacity	
Discussion	During contract enforcement we would urge Locals to build your capacity. Some ideas include organizing bowling nights, bbq's, holiday parties etc. When your Local has events take plenty of photos or video and share on social media in recognition of your members participation. It is important we build our Local Family and engage our membership. <u>NOVEMBER 2017</u> No further discussion.
Status	CLOSED
92. Pay Equity negotiations	

Discussion	<p>The Division will be resuming Pay Equity Negotiations after the numerous grid challenges and C.A. review is complete.</p> <p><u>NOVEMBER 2017</u></p> <p>We have reminded both the Employer and OPSEU that our Pay Equity negotiations need to be brought back to the table. At this point the Employer does not have any one left on their committee as all members have retired. This could be a huge challenge.</p> <p>See Chair's Report for ongoing updates.</p>
Status	CLOSED
93. Employment Equity committee members	
Discussion	<p>The Division is currently looking for two members to sit on the Employment Equity Committee. A call out letter has been provided by OPSEU and will be forwarded to all Locals for applications.</p> <p><u>NOVEMBER 2017</u></p> <p>Our first meeting for 2017 was on September 15, 2017. Those that attended from the Union side were Adam Ly, Paige Malcolm, Hilda Namu (OPSEU Equity Dept.) and myself. It was a very good meeting. We continue to discuss the Human Rights/Workplace Harassment Prevention: Discrimination and Harassment AM-0408-01 and Internal Resolution Process AM 408-02 Policy. This Policy was revised in September 2016 and does have our suggested edits in it regarding timelines for investigations. The policy is to be reviewed annually of which the Union will be involved in. Our goal is to get an inventory of the investigations going on around the province, get a tracking system in place which could show us trouble areas, patterns and the issues. We could also track the date of the complaint and when it was resolved. The goal for everyone should be to get the issue dealt with quicker, educate all employees on acceptable behaviour and create a workplace that is healthy and safe for everyone.</p> <p>We would like to welcome new committee members Billie Bridgewater and Leslie Gagnon. Next meeting to be held November 28, 2017.</p> <p>See Chair's Report for ongoing updates.</p>
Status	CLOSED
94. Larder Lake store	
Discussion	<p>The LCBO has permanently closed the Larder Lake store. The town Mayor, MPP and a newly formed community group have been organizing rallies, writing letters to the LCBO and the Government in hopes of reopening their LCBO. Despite all these efforts the LCBO has no plans at this time to reopen the Larder Lake store. The Anti-Privatization Committee and Div-Ex has been invited to join the community group conference calls.</p> <p><u>NOVEMBER 2017</u></p> <p>A meeting has been scheduled with Sr. LCBO Management on December 5th, 2017. Kensley will attend with Davis and VanZetten and will discuss the Larder Lake closure.</p>
Status	CLOSED
99. Information Picket in Orono	

Discussion	<p>The Div-Ex was presented with a suggested Orono LCBO store picket. The Orono store has been closed and consolidated with a larger renovated Newcastle store. Many stores across the province are relocated and consolidated. The Executive discussed the differences between the closure in Orono and Larder Lake and determined these were two different situations.</p> <p>Approval for funds to cover expenditures for the Anti-Privatization Committee members, the Executive Officers and the 5 LBED Local Presidents in Region 3 to attend was not approved.</p>
Status	CLOSED
Discussion	
Status	CLOSED
Discussion	
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