

These minutes are NOT to be posted in the workplace or online as they include sensitive data.



LBED Divisional Executive Minutes

Divisional Executive Meeting
February 20th & 21st, 2018

Attendees	Denise Davis, Chair Jennifer VanZetten, Vice Chair Colleen MacLeod, Secretary/Treasurer Debbie McGuinness, Health and Safety Committee Chair Craig Hadley, Education and Communications Committee Chair Jamie Kensley, Anti Privatization Committee Chair Shelly Robitaille, Pension and Benefits Committee Chair Jeff Weston, OPSEU Negotiator
Call to order 10:00 AM.	
1: Adoption of Agenda	
Discussion	Motion to adopt agenda
Motion by:	VanZetten – To accept agenda
Seconded by:	Hadley
RESULT:	CARRIED
2: Previous Minutes	
Discussion	Minutes were reviewed and approved for distribution to Locals. Emailed on Feb 20, 2018.
Motion by:	VanZetten – To accept the previous minutes
Seconded by:	Kensley
RESULT:	CARRIED
3: Matters arising from minutes	

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Discussion	None
Officer Reports	
4: Chair Report	
Discussion	Report presented by: Davis
REPORT:	<p style="text-align: center;"><u>The Provincial Labour/Management Committee</u></p> <p>The Provincial Labour/Management Committee last met on February 6, 2018 and we hope to have the minutes from our December 8, 2017 meeting out soon.</p> <p>Items that we continue to discuss are performance appraisals and completing them on time, engagement teams and engagement surveys, E commerce, the scheduling of grievance meetings during working hours only not on a member's own time, Incident reporting and the time needed to complete the report, PLMC minutes and RLMC minutes completed and approved much faster, we have a Post and Fill meeting scheduled to review all job postings since bargaining, Sunday work in Retail, Uniforms, French Language Service information and the staffing of stores, In Store tasting hours have already been rolled out in some stores- the target date for full roll out is April 2018.</p> <p>Cannabis we have been told that the Cannabis organization will be separate from the LCBO, it has it's own Board of Directors, the LCBO has stated they are NOT the Employer for the new organization and will continue to follow the government directives, a third party warehouse was utilized over the Christmas rush and a policy grievance has been filed, click and collect roll out, staffing in stores is always a standing item and at our December meeting the Employer brought back that they would be rolling over successful fixed term staff (this discussion continues), flagging the CSR hours worked on paystubs, extended hours in December. Please watch for approved minutes for a complete reference on all discussions.</p> <p style="text-align: center;"><u>CSR Wage Grid Challenges</u></p> <p>The Grid Challenge Review Committee who consists of Denise Davis, Jennifer VanZetten, Colleen MacLeod, Jeff Weston (OPSEU Negotiator), Neil Lenihan (LCBO) and Arthur Roberts (LCBO) last met on February 7,8,12,13 and 14 to continue the reviews. Future meeting dates are March 7,8,9,19,20,21. Letters continue to go out to members in between meetings.</p> <p style="text-align: center;"><u>CSR hours worked</u></p> <p>As Retail CSR members are now on an hour based merit system it's important that each person tracks all of their hours using their paystubs and schedules as verification. We don't want you to miss out on any wage increases. Currently the Employer advised us that each work location is assigned a "payroll advisor" and employees should contact the person assigned to their area and that their contact information can be found in the LCBO People and Places directory. We</p>

continue to suggest better tracking options to the Employer.

Tasting Hours

The Union has asked what qualifications are needed to provide tastings and how will our members get this opportunity. The Employer stated employees need to be SMART served trained as it's a legislated requirement to serve alcohol and they are looking at a four hour online training course. The goal is to have tastings in 300 stores and to have the full program rolled out by April 2018. The Union continues to follow this outside of the PLMC meeting.

The Ontario Cannabis Act (Bill 174)- December 12, 2017

The Ontario Cannabis Act (Bill 174) was passed by the government on December 12, 2017. The Union continues to discuss Cannabis with the LCBO on a regular basis specifically on how the Ontario Cannabis Retail Corporation (OCRC) is going to operate, who will staff the stores, when and where will the stores be built, job postings and LBED members wanting to transfer to the OCRC. The Employer responded that the OCRC will have its own Board of Directors and will be separate from the LCBO and they stated that they are not the Employer for the new corporation and will continue to follow the Government's directive.

The Union is aware that the OCRC has job postings up but we have been told by the Employer that the LCBO is not the Employer. We have concerns with this position that the LCBO is taking and have been waiting for clarification from OPSEU but no response yet. This is all that I can share at this time.

Bill 148

The Employer released a notice to the Retail Division on February 5, 2018 and see the attached for your reference. We are aware that they will be releasing a notice to both Logistics and Head Office today and we will review ALL notices on Tuesday with Jeff Weston the LBED Negotiator at our Divex meeting. Watch for further updates from us on this review.

Click and Collect

Some information has been shared with the Union. Click and Collect will be announced soon and it will be available in May to a certain amount of stores. Orders will go through the store that they are to be picked up at and transactions and sales will be given to the stores that are preparing the order. We will continue to monitor this.

Collective Agreement

The Union provided the draft copy of the new Collective Agreement to the Employer many weeks ago and we are waiting for their response. Once both parties agree that the draft is accurate it will be signed off and sent for printing.

Uniforms

The Union has just been advised that the Employer is revisiting the state and condition of the Uniforms (not ties) and

that they have a group of Ryerson University students that will be going into some Toronto stores (no specifics on locations yet) to speak with employees about Uniforms. The Union has always stated to the Employer that they should ask the employees for their input as they are the ones wearing the uniforms.

Pay Equity Negotiations

The Pay Equity Negotiations will resume after all of the CSR Grid Challenge work has been completed. We don't have any meeting dates scheduled and further updates will be shared when we do.

Vacation requests for December

OPSEU and the LCBO have recently reached a settlement on the issue of vacation blackouts during December or at other times of the year. The Memorandum of Settlement (attached) confirms the Union's position that there is no period during the year in which Retail vacation requests are denied as a matter of course. Rather, the Employer must consider each individual request and weigh that request against its legitimate operational requirements. Moreover, the MOS requires the Employer to communicate this settlement to Regional Directors, District Managers and store managers to ensure that everyone is aware that vacation requests cannot be routinely and arbitrarily denied.

Any Retail employee that feels that his or her vacation request was not balanced against the legitimate operational requirements of the Employer is encouraged to file a grievance.

Also, there are individual grievances and a Policy grievance filed on behalf of **ALL** other Divisions within LBED which will be heard. As a Union our position is that **there aren't any blackout periods.**

Severance Pay

The Employer is presently interpreting article 12.1 (a)(ii) of the Collective Agreement as including only full-time years of service in the calculation of severance pay. The result is that members are not receiving credit for their years spent as a casual employee and consequently are receiving less severance that they are entitled to. The Union has filed a Policy grievance to challenge the Employer's interpretation of article 12.1 (a)(ii). However, we also encourage members to file individual grievances if they have been affected by the Employer's interpretation, as a policy grievance may not secure an individual remedy for our members.

Future Regional Labour/Management dates for 2018

(Here are the dates that I have received so far from the committees)

- **Eastern Regional Labour/Management**
- ✓ February 23 May 23 September 14 November TBA

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	<ul style="list-style-type: none"> • Western Regional Labour/Management ✓ May 17 August 21 October 15 • Head Office Labour/Management ✓ May 9 September 5 November TBA • Durham Warehouse Labour/Management ✓ April 12 June 20 September 13 November 14
Moved by:	Robitaille – To accept report as presented
Seconded by:	Kensley
RESULT:	CARRIED
5: Vice Chair Report/Grievance Committee Report	
Discussion	Report presented by: VanZetten
REPORT:	<p><u>OPSEU vs LCBO, Retail Christmas Vacation;</u> OPSEU and the LCBO have recently reached a settlement on the issue of vacation blackouts during December or at other times of the year. The Memorandum of Settlement reproduced below confirms the Union’s position that there is no period during the year in which Retail vacation requests are denied as a matter of course. Rather, the Employer must consider each individual vacation request and weigh that request against its legitimate operational requirements. Moreover, the MOS requires the Employer to communicate this settlement to Regional Directors, District Managers and store managers to ensure that everyone is aware that vacation requests cannot be routinely and arbitrarily denied.</p> <p><u>Policy Grievances</u></p> <p><u>OPSEU vs LCBO, GSB No. 2012-1144 (Bargaining Unit Work):</u> the employer continues to do bargaining unit work across this province and the committee has over 200 hundred outstanding cases, however we have a test case in which our Griever has taken amazing notes, with all evidence, dates, times, and events to the Grievance Settlement Board. The</p>

Grievance has had many dates starting from June 30th, 2015, and scheduled dates up to July 2017.

OPSEU vs LCBO, 2013-0499-0021 (Agency Workers): Withdrawn at Bargaining. The Union is keeping an eye out as the language says Facilities and we know they are saying in Durham different department (Head Office Vintages)

OPSEU vs LCBO, 2014-0999-0065 (50 New Jobs): Withdrawn at Bargaining

OPSEU vs LCBO, (various numbers) - PVR Grievances: Withdrawn at Bargaining

Policy Grievance Procedure: Withdrawn at Bargaining. We have a MOL Dispute resolution in which Jeff Weston and Pat Honsberger will be attending on March 2 with the employer to set up the courses in which will be provided regionally.

Post and Fill Policy Grievance: Withdrawn at bargaining and received Post and Fill language through Caplin with also the New Jobs

District Trainer: The Union is Challenging the Employer on how they are hand picking members to be in the roll of District Training as it should be posted and seen to all members, and folks should never be adversely effected for training opportunities.

Third Party Warehouse and Canada Cartage: These issues come from the GTA service Center where the Canada Cartage folks are performing Bargaining Unit work in the facility. Third Party Warehouse is the Employer in the London Area had third party warehouse in which they were stocking skids of high volume products.

Logistics Vacation Time: This mirrors the Retail Grievance in which is in Appendix A attached.

Severance Pay: This comes from across the province starting in Logistics and hitting Retail for when folks are retiring and taking three times longer to be PFT and when Retiring they are not getting the years of service recognized with their severance package.

Post and Fill and FLS Compliment: This is coming from the Union with the NEW Language of Post and Fill in the essence that a job is a job. FLS is not a job is a job in all actuality the Act is simple, and the Employer should follow the ACT however they are found to be Manipulating the Act through Post and Fill and Compliment in which stores have already reached their compliment and no one had exited through Post and Fill Language

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2018 Med-arb Dates

January 10, 11, 2018 Ottawa Warehouse Nairn

February 22, 23, 2018 Durham Warehouse Devins

March 26, 27, 2018 Central retail Nairn

April 12, 13 London Warehouse Devins

May 3, 4 Ottawa Warehouse Johnston

May 22 Western Retail Johnson

June 6, 7 Durham Warehouse Sheehan

June 12 Western Retail Johnston

June 27, 28 Eastern Retail Johnston

July 10 Northern Retail Nairn

September 5, 6 Central Retail Johnston

September 17, 18 Ottawa Warehouse Sheehan

October 3 Durham Warehouse Johnston

October 16, 17 Western Retail Johnston

November 1, 2 Eastern Retail Sheehan

November 15, 16 London Warehouse Devins

Dismissal Grievance Updates:

Filed in 2017: 15

Resolved and closed **2017:** 16

Presently before the (GSB) Grievance Settlement Board or Scheduled for a first Hearing day at the GSB: 25

Waiting to be scheduled:10

Settlement discussions underway:5

Filed in 2018; 2

Moved by:

Hadley – To accept report as presented

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Seconded by:	McGuinness																																																
RESULT:	CARRIED																																																
6. Secretary/Treasurer's Report																																																	
Discussion	Report submitted by: MacLeod																																																
REPORT:	<p style="text-align: center;"> Divisional Dues LBED Account 1802980 Statement Date November 30, 2017 </p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2" style="background-color: #e1eef6;">SUMMARY OF DEPOSITS AND LOANS</th> </tr> </thead> <tbody> <tr> <td>Daily Interest Savings</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>Business Chequing</td> <td style="text-align: right;">\$50,609.40</td> </tr> <tr> <td>Membership Shares</td> <td style="text-align: right;">\$25.00</td> </tr> <tr> <td>Total Deposits</td> <td style="text-align: right;">\$50,634.40</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">Daily Interest Savings Account</th> <th style="width: 10%;">DEBITS</th> <th style="width: 10%;">CREDITS</th> <th style="width: 20%;">BALANCE</th> </tr> </thead> <tbody> <tr> <td colspan="4">Balance Forward</td> </tr> <tr> <td style="text-align: center;">30-Sep-17</td> <td></td> <td></td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td colspan="4"> </td> </tr> <tr> <td>Balance as of:</td> <td></td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">30-Nov-17</td> <td></td> <td></td> <td style="text-align: right;">\$0.00</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">Business Chequing Account</th> <th style="width: 10%;">DEBITS</th> <th style="width: 10%;">CREDITS</th> <th style="width: 20%;">BALANCE</th> </tr> </thead> <tbody> <tr> <td colspan="4">Balance Forward</td> </tr> <tr> <td style="text-align: center;">30-Sep-17</td> <td></td> <td></td> <td style="text-align: right;">\$52,037.54</td> </tr> </tbody> </table>			SUMMARY OF DEPOSITS AND LOANS		Daily Interest Savings	\$0.00	Business Chequing	\$50,609.40	Membership Shares	\$25.00	Total Deposits	\$50,634.40	Daily Interest Savings Account	DEBITS	CREDITS	BALANCE	Balance Forward				30-Sep-17			\$0.00					Balance as of:				30-Nov-17			\$0.00	Business Chequing Account	DEBITS	CREDITS	BALANCE	Balance Forward				30-Sep-17			\$52,037.54
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15-Nov-17	Cheq # 287 - J. VanZetten (Cell Sept2017-Nov2017)	\$811.69		\$51,225.85
	*Cheq written to cover cell phone and Officer Meeting			
17-Nov-17	Cheq # 286 - D. Davis (Paper, Ink, Meeting, Supplies)	\$610.25		\$50,615.60
	*Expenses for Officer's Meeting, Printer Ink and Supplies			
30-Nov-17	Statement Fee	\$5.00		\$50,610.60
30-Nov-17	Service Charge	\$1.20		\$50,609.40
<i>TOTALS</i>		\$1,428.14	\$0.00	
Balance as of: 30-Nov-17				\$50,609.40

Divisional Dues LBED Account

1802980

Statement Date

December 31, 2017

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.00
Business Chequing	\$50,492.40
Membership Shares	\$25.00
Total Deposits	\$50,517.40

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Nov-17				\$0.00

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Balance as of:				
31-Dec-17				\$0.00
Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Nov-17				\$50,609.40
08-Dec-17	Cheq # 290 - C. MacLeod (Officer's Meeting)	\$111.40		\$50,498.00
	*Expenses for Oct 2017 Officer's Meeting in Guelph			
29-Dec-17	Statement Fee	\$5.00		\$50,493.00
31-Dec-17	Service Charge	\$0.60		\$50,492.40
<i>TOTALS</i>		\$117.00	\$0.00	
Balance as of:				
31-Dec-17				\$50,492.40

Divisional Dues LBED Account

1802980

Statement Date

January 31, 2018

SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$0.00
Business Chequing	\$50,115.03
Membership Shares	\$25.00
Total Deposits	\$50,140.03

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Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Dec-17				\$0.00
Balance as of:				
31-Jan-18				\$0.00

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
31-Dec-17				\$50,492.40
17-Jan-18	Cheq # 1 - D. Davis (Biddingo, Software)	\$371.77		\$50,120.63
	*Expenses for Biddingo subscription and renew Office 365			
31-Jan-18	Statement Fee	\$5.00		\$50,115.63
31-Jan-18	Service Charge	\$0.60		\$50,115.03
<i>TOTALS</i>		\$377.37	\$0.00	
Balance as of:				
31-Jan-18				\$50,115.03

LBED Members Saving Credit Union Account

1044470

Statement Date

January 31, 2018

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SUMMARY OF DEPOSITS AND LOANS	
Daily Interest Savings	\$1,618.91
Business Chequing	\$0.31
Membership Shares	\$25.00
Total Deposits	\$1,643.60

Daily Interest Savings Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-17				\$1,827.91
29-Jan-18	Transfer to Chequing	\$209.00		\$1,618.91
Balance as of:				
31-Jan-18				\$1,618.91

Business Chequing Account		DEBITS	CREDITS	BALANCE
Balance Forward				
30-Sep-17				\$191.29
29-Jan-18	Transfer from Savings		\$209.00	\$400.29
29-Jan-18	Cheq # 11 - LBED Hardship	\$400.00		\$0.29
31-Jan-18	Service Charge	\$0.60		-\$0.31
<i>TOTALS</i>		<i>\$400.60</i>	<i>\$209.00</i>	
Balance as of:				
31-Jan-18				-\$0.31

900 DAY POOL

The 900-day pool invoice is prepared by the LCBO according to the time off billed to Dept. 858 of the LCBO. Currently the LCBO provides invoices approximately three (3) months after the member’s time has been taken. Amounts below are after LBED review and flagged corrections have been returned by the employer.

Be advised these numbers are an estimation based on the date of this report and may be subject to change.

The amount of days charged to the 900-day pool in **May 2017** was **48.725** days.

2014 Month	Total Days	2015 Month	Total Days
JANUARY	42.4375	JANUARY	64.094
FEBRUARY	46.485	FEBRUARY	59.19
MARCH	40.72	MARCH	75.406
APRIL	70.875	APRIL	86.0625
MAY	75.95	MAY	64.25
JUNE	68.22	JUNE	57.125
JULY	58.98	JULY	70.4375
AUGUST	45.82	AUGUST	45.219
SEPTEMBER	45.53	SEPTEMBER	72.78
OCTOBER	50.3	OCTOBER	65.344
NOVEMBER	64.64	NOVEMBER	75.844
DECEMBER	39.41	DECEMBER	48.406
Year to date	649.3675	Year to date	784.158

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2016 Month	Total Days	2017 Month	Total Days
JANUARY	81.75	JANUARY	72.25
FEBRUARY	65.594	FEBRUARY	26.375
MARCH	112.84	MARCH	34
APRIL	91	APRIL	36.56
MAY	71.59	MAY	94.469
JUNE	58.89	JUNE	
JULY	43.75	JULY	
AUGUST	58.06	AUGUST	
SEPTEMBER	64.47	SEPTEMBER	
OCTOBER	48.725	OCTOBER	
NOVEMBER	58.09	NOVEMBER	
DECEMBER	28.97	DECEMBER	
Year to date	783.745	Year to date	263.654

Divisional Dues Payments

LOCAL	2011	Status	Amount	LOCAL	2012	Status	Amount
162	\$1,132.12	PAID	\$1,132.12	162	\$941.16	PAID	\$941.16
163	\$2,093.74	PAID	\$2,093.74	163	\$1,793.66	PAID	\$1,793.66
164	\$1,023.00			164	\$907.06	PAID	\$907.66
165	\$1,132.12	PAID	\$1,132.12	165	\$1,050.28	PAID	\$1,050.28
284	\$934.34	PAID	934.34	284	\$818.40	PAID	\$818.40
285	\$1,664.08	PAID	\$1,664.08	285	\$1,432.20	PAID	\$1,432.20

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286	\$1,275.34	PAID	\$1,275.34	286	\$1,091.20	PAID	\$1,091.20
287	\$1,500.40	PAID	\$1,500.40	287	\$1,343.54	PAID	\$1,343.54
288	\$2,434.74	PAID	\$2,434.74	288	\$2,018.72	PAID	\$2,018.72
375	\$1,043.46		\$1,043.46	375	\$1,036.64	PAID	\$1,036.02
376	\$2,380.18	PAID	\$2,380.18	376	\$2,161.94		
377	\$1,575.42	PAID	\$1,575.42	377	\$1,391.28	PAID	\$1,391.28
378	\$1,991.44	PAID	\$1,991.44	378	\$1,739.10	PAID	\$1,739.10
379	\$1,364.00	PAID	\$1,364.00	379	\$1,377.64	PAID	\$1,377.64
4100	\$1,063.92	PAID	\$1,063.92	4100	\$961.62	PAID	\$961.62
497	\$1,227.60			497	\$1,241.24		
498	\$1,002.54			498	\$757.02		
499	\$3,307.70	PAID	3307.7	499	\$2,809.84	PAID	\$2,809.84
5107	\$2,809.84	PAID	\$2,809.84	5107	\$2,557.50	PAID	\$2,551.50
5108	\$2,475.66	PAID	\$2,475.66	5108	\$2,018.72	PAID	\$2,018.72
5109	\$2,046.00	PAID	\$2,046.00	5109	\$1,875.50		
5110	\$1,895.96	PAID	\$1,895.96	5110	\$1,848.22	PAID	\$1,848.22
5111	\$1,595.88			5111	\$1,411.74		
602	\$177.32			602	\$156.86		
609	\$75.02			609	\$88.66		
611	\$47.74	PAID	\$47.74	611	\$54.56	PAID	\$54.56
681	\$763.84	PAID	\$763.84	681	\$634.26	PAID	634.26
682	\$545.60			682	\$450.12	PAID	\$450.12
683	\$456.94	PAID	\$456.94	683	\$470.58	PAID	\$470.58
703	\$61.38	PAID	\$61.38	703	\$47.74		
704	\$54.56	PAID	\$54.56	704	\$61.38		
705	\$54.56			705	\$20.46		
721	\$27.28			721	\$27.28		
723	\$40.92	PAID	\$40.92	723	\$40.92		
724	\$61.38			724	\$47.74		
725	\$20.46	PAID	\$20.46	725	\$20.46	PAID	\$20.46
726	\$20.46			726	\$27.28		

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727	\$68.20			727	\$61.38		
728	\$61.38			728	\$54.56		
729	\$88.66	PAID	\$88.66	729	\$115.94	PAID	\$115.94
735	\$34.10			735	\$47.74		
741	\$654.72	PAID	\$572.88	741	\$525.14	PAID	\$525.14
\$42,284.00				\$36,227.84			
				\$37,537.28			
				\$29,401.82			

*updated February 2018

*updated February 2018

LOCAL	2013	Status	Amount	LOCAL	2014	Status	Amount
162	\$1,282.16	PAID	\$1,282.16	162	\$1,241.24		
163	\$1,875.50	PAID	\$1,875.50	163	\$2,011.90	PAID	\$3,178.12
164	\$1,002.54			164	\$975.26		
165	\$1,145.76		\$1,145.76	165	\$1,173.04	PAID	\$1,173.04
284	\$1,023.00	PAID	\$1,023.00	284	\$920.70		
285	\$1,773.20	PAID	\$1,773.20	285	\$1,902.78	PAID	\$1,902.78
286	\$1,288.98			286	\$1,486.76		
287	\$1,623.16	PAID	\$1,623.16	287	\$1,841.40		
288	\$2,189.22	PAID	\$2,189.22	288	\$2,666.62	PAID	\$2,666.62
375	\$1,016.18			375	\$1,125.30		
376	\$2,496.12			376	\$2,509.76		
377	\$1,677.72	PAID	\$1,677.72	377	\$1,902.78		
378	\$1,752.74	PAID	\$1,752.74	378	\$1,861.86		
379	\$1,432.20			379	\$1,391.28		
4100	\$1,227.60	PAID	\$1,227.60	385	\$818.40	PAID	\$818.40
497	\$1,486.76			4100	\$1,159.40		
498	\$988.90			497	\$1,479.94	PAID	\$1,479.94
499	\$3,641.88	PAID	\$3,641.88	498	\$934.34		
5107	\$2,728.00	PAID	\$2,728.00	499	\$3,594.14	PAID	\$3,594.14
5108	\$2,059.64	PAID	\$2,059.64	5107	\$3,328.16		
5109	\$1,923.24			5108	\$2,700.72		
5110	\$2,093.74	PAID	\$2,093.74	5109	\$2,209.68		

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5111	\$1,418.56			5110	\$2,891.68		
602	\$190.96			5111	\$1,773.20		
609	\$75.02			602	\$272.80		
611	\$47.74	PAID	\$47.74	609	\$88.66		
681	\$668.36	PAID	668.36	611	\$47.74		
682	\$497.86			681	\$750.20	PAID	750.21
683	\$504.68	PAID	\$504.68	682	\$627.44		
703	\$47.74			683	\$531.96	PAID	\$531.96
704	\$47.74			703	\$61.38		
705	\$40.92			704	\$61.38		
721	\$34.10			705	\$40.92		
723	\$40.92			721	\$40.92		
724	\$47.74			723	\$47.74		
725	\$20.46			724	\$54.56		
726	\$27.28			725	\$20.46		
727	\$54.56			726	\$27.28		
728	\$47.74			727	\$47.74		
729	\$136.40	PAID	\$136.40	728	\$40.92		
735	\$40.92			729	\$115.94	PAID	\$115.94
741	\$791.12	PAID	\$716.10	735	\$40.92		
	\$42,509.06		\$28,166.60	741	\$606.98	PAID	606.98
					\$47,426.28		\$16,818.13

Local 162 submitted payment of \$1491.00 on November 18th, 2016. Cheque was deposited but will be refunded if the Division removes the requirement to pay dues in June 2017. Locals have not been billed as it is becoming clear only a few locals are providing payment. A discussion at the Divisional meeting will be required and committees unfunded will need to be addressed in our LBED Bylaws.

Local 681 submitted payment for all outstanding amounts.

Moved by:

Hadley – To accept report as presented

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Seconded by:	Robitaille
RESULT:	CARRIED
Committee Reports	
7: Health and Safety Committee Report	
Discussion	Report presented by: McGuinness
REPORT:	<p>The PJHSC met with the employer on January 25th, 2018. There were expectations and an understanding, from the previous meeting in November, that the employer would fulfill certain obligations in order for the agenda to move forward. It was disappointing to discover that their efforts were lacking in most of their responsibilities and non-existent in others. Many tasks had not been completed, there was very little feedback regarding information that had been requested (e.g., Time and Motion Study, the conditions of stores needing repairs, unsafe work practices in logistics, case weights and configurations, etc..), and there was an obvious disregard for employee safety as it pertains to working alone, theft, and employee exposure to violent incidents.</p> <p>The LBED Provincial Health and Safety Committee Members are committed to reducing risks and dangers related to worker safety and these issues must be addressed. Presently, strategies are being put into effect that would force the employer to be concerned and accountable to Health and Safety issues in the workplace. Moving forward, provisions in the Occupational Health and Safety Act will be implemented to support our requests and recommendations for action.</p>
Moved by:	Robitaille - To accept report as presented
Seconded by:	Kensley
RESULT:	CARRIED
8: Education and Communications Committee Report	
Discussion	Report presented by: Hadley
REPORT:	<p>The Echo: The Echo rough draft was completed mid-December. As of today, the Echo is still waiting for President's office vetting approval. An enquiry has been made as to why the Echo has failed vetting. The Divex has requested an explanation. Once the Echo is approved and released, a deadline for submissions will be emailed out to the Divex.</p> <p>Social Media</p>

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	<p>At the last divisional meeting in August, the LBED Facebook page had 1768 “likes” and 1808 follows. Committee members: Katie Sample and Craig Hadley continued to maintain the page. As of February 21st, we’re happy to report we’re at 1785 ‘likes’ and 1829 follows. The committee will continue to build the page throughout this term.</p> <p>The closed group confidential FB group for local presidents will be created by Convention. Due to local elections across the province, it was decided to wait till the majority of the locals completed their elections. The purpose of this group is to help facilitate fruitful discussions and to get information to LBED locals. The limitation to include just local presidents is to ensure the group doesn’t become a shooting gallery like other Facebook groups.</p> <p>An Education and Communication committee face-to-face meeting will take place at Convention.</p>
Moved by:	MacLeod - To accept report as presented
Seconded by:	McGuinness
RESULT:	CARRIED
9. Pension and Benefits Committee Report	
Discussion	Report presented by: Robitaille
REPORT:	<p><u>Optional Out of Country Travel Insurance</u></p> <p>The deadline for Optional Out of Country Travel Insurance was November 30,2017. The enrollment period is for 15 months starting January 1,2018 to March 31,2019. Thereafter, the annual enrollment will be covering the Fiscal Year (April 1- March 31)</p> <p>Communication will go out in February 2019 with the new rates for the Out of Country Insurance. Once the members have enrolled into the plan, they will automatically be enrolled every April unless they notify the company in writing they want to opt out of the insurance.</p> <p>A total of 337 bargaining unit employees opted into the plan. Members on leave of absence were sent letters regarding the optional insurance coverage, 22 of them enrolled. My understanding from the Employer is no members tried to buy into the plan after the deadline as per the Employer.</p> <p>At our next meeting the Union will propose changes to the role out of the travel plan, as many members were not</p>

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informed. This is also including a Letter to Opt out of the Optional Insurance Plan and how members will be contacted on leave. Stats on the utilization of the program, feedback overall as it is a new program. Will become a standing item for reports.

Casual Benefits

A Corporate Benefits flyer was released January 22,2018 regarding Casual Benefits Overview to all stores. As per the Memorandum of Settlement signed last year, the Employer have included pregnancy leave, parental leave, WSIB, ESA leave etc, for calculation of the " deemed hours" to determine eligibility for casual benefits.

The committee asked for the breakdown of the numbers and the reports to be sent showing the statistics.

1. Qualified New= 634
2. Requalified = 584
3. No longer Qualified = 97
4. Did not Qualify = 856 (this includes employees that no longer qualify)

LCBO Benefits Claim Denials

Information on OPSEU website to be update (September 2013) for LCBO Benefits Claim Denials. Committee has requested the changes (2017) as of February 15,2018 the changes have not been made.

Goals this year for the committee:

1. Update OPSEU Website (Information and User Friendly)
2. Encouraging enrollment in Pension Plan for Casuals
3. Learning more about LTIP, Sick Credit Pool and the way it works
4. EFAP Timelines, information to the membership regarding material available, as well as programs to be utilized

Any Questions: The floor is open for discussion

Moved by:	MacLeod - To accept report as presented
Seconded by:	Kensley
RESULT:	CARRIED
10. Anti-Privatization Committee Report	
Discussion	Report presented by: Kensley
REPORT:	Date: February 15 th , 2018

Time: 9:00am
 Minute Taker: Jamie Kensley
 Location: OPSEU Regional Office, 100 Lesmill

Attendees: Denise Davis, LBED Chair
 Jamie Kensley, Chair
 Anne Makela, Vice Chair
 Sam Cheadle, 2nd Vice Chair (telephone conference call)
 Megan Park, OPSEU Staff Representative (morning)
 Pat Honsberger, OPSEU Staff (morning)

1. Call to order	9:40am
2. Statement of respect	Jamie read in English
3. Adoption of agenda	Agenda was adopted as presented
4. Adoption of previous minutes	Previous minutes read and accepted
5. Chair's report	Chair reported that an Executive Board proposal was drafted after a conference call with the APC Chair, the LBED Chair and Megan Park. This proposal reflects discussions from our last meeting. With the upcoming elections in June, and the urgency to hit the ground running, this meeting will primarily be to discuss the call to action with respect to the proposal.
6. Business	
a. Budget	Last meeting, there was some questions raised with respect to AP funds. OPSEU staff provided clarification. Chair declared that this committee will not be concerned with AP fund balance. Anti-privatization strategies will be proposed to the Executive Board and once approved, actioned. Our energy will not be wasted chasing a dollar figure. Point of interest is that this committee has never been denied a proposal in the past. Should an LBED APC proposal ever be denied, we will address it at that time.

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b. Time-Off Request	Time-off request's will be forwarded to Colleen MacLeod, using the 1100 day pool. Time off will be charged back to the AP fund.
c. Board Proposal	Discussion around the proposal to lobby the MPP's and respective candidates in each riding and a follow up to Queen's Park. A proposal has been drafted but needs to be tweaked. Pat suggested that the lobbying take place in the fall. The committee considered and decided to move the Queen's Park component to the fall, however, strongly believe that we need to be proactive prior to the elections. Training has already been provided to our highest ranking prior to last year's visit to Queen's Park. The proposal has two components. The first, for 86 members (2 members of each of the 43 locals) to be booked of for 2 days (16 hours) to lobby MPP's and candidates in their respective ridings prior to the elections. Speaking notes will be provided, handouts, etc. A conference call will take place with instructions. Direction will be provided. The second component, planned to take place in the fall, is the follow up lobby at Queen's Park. 43 members will be booked off, travel time, etc. Members of the AP committee and the Divisional Executive who are not highest ranking in their respective locals will be included in both components. Approximate cost of proposal: \$150,000 Proposal status: pending
d. LCBO Expansion	Brief discussion on Caroline Mulrone's statement to increase expansion to corner stores.
e. Alcohol Policy Forum	A teleconference will take place on March 12 th , 2018. LBED Chair Denise Davis and APC Chair Jamie Kensley will participate. Update will be provided at the next meeting
f. Brewer's Council Meeting	Meeting taking place in June. LBED Chair Denise Davis and APC Chair Jamie Kensley will attend. Update will be provided.

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	g. Component Liquor Board Representatives Conference Call	Call will be taking place on February 26, 2018. LBED Chair Denise Davis and APC Chair Jamie Kensley will participate. Jamie to provide an LBED report. Anne Makela and Sam Cheadle invited to listen in on the call.
	h. Information Pickets/Policy Without Facts	As previously discussed, info pickets were very successful with many LBED members participating. We will revisit this strategy in the future.
	i. Arrive Alive Conference	Update provided. Networking with allies, etc. Focus was on the legalization of Cannabis.
	j. Solidarity	Engaging members. LBED members will be called to action in the upcoming lobbying initiative. The protection of our jobs is paramount. We need every LBED member and the people in the communities we live in to care about protecting the LCBO. We need to nurture relationships with our allies. Essentially, we need to build solidarity from within, and all around us. Consequently, if LBED members do not mobilize around this movement, how can we expect anyone else to?
	7. Next meeting	TBD
	8. Adjournment	Meeting adjourned at 2:15pm
Moved by:	VanZetten – To accept report as presented	
Seconded by:	Robitaille	
RESULT:	CARRIED	
On-going Business		
71. Approval of LBED By-Laws & Divisional Minutes		
Discussion	Approval from the Divisional Executive sent to OPSEU Staff to forward to administrators. <u>JAN 2016</u> At our LBED Divisional meeting in June we adopted and approved the revised Divisional By-laws and Negotiating Procedures resulting from our 2013 Divisional meeting. Since the meeting the LBED Minutes and By-laws were	

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	<p>reviewed and approved by the Div-Ex in 2015, we are waiting for OPSEU to approve and then they will be distributed to the membership.</p> <p><u>APR 2016</u> To date the LBED By-Laws are still being reviewed by OPSEU. The LBED Executive will continue to follow up with OPSEU staff for approval.</p> <p><u>AUGUST 2016</u> OPSEU provided the Div-Ex a copy of the draft By-laws for review.</p> <p><u>NOVEMBER 2016</u> The draft By-Laws were reviewed by the Executive, approved and forwarded to OPSEU for approval in September. It has been brought to our attention that our By-Laws have not been approved by the President’s office. Once again they will be returned to the Division to correct the areas that are considered unconstitutional by OPSEU.</p> <p><u>FEBRUARY 2017</u> The LBED By-Law Review Committee will recommend changes to ensure they are constitutional.</p> <p><u>AUGUST 2017</u> The Officers were presented with the LBED By-Law changes made at the Divisional Meeting in June. The LBED Officers were bargaining and unaware of what changes were made during the review of the By-Laws. The Div-Ex has asked OPSEU to provide the motions forms that were presented on the floor. The Executive will also review the minutes from the meeting to provide edits.</p> <p><u>NOVEMBER 2017</u> The By-Law documents has yet to be reviewed by OPSEU.</p> <p><u>FEBRUARY 2018</u> The By-Law documents is pending review by OPSEU.</p>
Status	OPEN - ongoing
80. RUL Forms and Procedures	
Discussion	Members and OPSEU staff are still experiencing confusion around the RUL’s forms and approvals required. The

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	<p>Division has asked OPSEU to address this issue and provide more detailed instructions on completing the forms. We have suggested the forms be separate for 900-day pool and Centrally funded events.</p> <p><u>FEBRUARY 2017</u> The DivEx was informed the separate forms will be worked on when negotiations are complete.</p> <p><u>AUGUST 2017</u> New updated RUL forms have been submitted to OPSEU for approval.</p> <p><u>NOVEMBER 2017</u> RUL forms are with OPSEU Supervisor Pat Honsberger</p> <p><u>FEBRUARY 2018</u> The entire RUL process is being reviewed by OPSEU. Continue to use the form “RUL 900 day” until further notice.</p>
Status	OPEN - ongoing
97. New LCBO Casual Availability Sheets	
Discussion	<p>Casual members are concerned about being required to fill out a new availability sheet in workplaces. The new availability sheet is as a result of Kaplan’s decision to make Sunday a regular work day. The Union advises that all Casual employees are required to fill out the new form. This change will not count toward the yearly allotment of changes permitted by the Employer.</p> <p><u>FEBRUARY 2018</u> No further discussion</p>
Status	CLOSED
98. Extended Retail Store Hours	
Discussion	<p>Many issues have been raised as a result of the Employer’s decision to extend store operating hours. Members have been advised selected locations will remain open on New Years Eve until 8 pm. This could interfere with NYE plans and purchased tickets for events. This issue will be forwarded to PLMC for discussion with the Employer.</p> <p><u>FEBRUARY 2018</u></p>

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	After discussion at PLMC the Employer acknowledged the Union’s concern. When adjusting store operational hours, the Employer committed to inform employees as soon as possible in order to minimize the impact to our members.
Status	CLOSED
100. Manulife Benefit Booklets	
Discussion	The Executive was advised the old benefit booklet is currently on the Manulife website and does not reflect the increases bargained during the last round. Currently, the new booklet is being produced by Manulife. Once produced it must then be approved by both parties before the website will be updated. <u>FEBRUARY 2018</u> Further updates will be included in the Pension and Benefits Report.
Status	CLOSED
101. Pharmacogenics	
Discussion	The Pension and Benefits Committee is concerned with this new program through Manulife. More investigation is needed in order to provide more detail. <u>FEBRUARY 2018</u> Further updates will be included in the Pension and Benefits Report
Status	CLOSED
102. Out of Country Coverage	
Discussion	The Out-of-Country extended benefit coverage is optional, and members must enroll prior to November 30, 2017. Members who opt into this coverage will be automatically renewed yearly. Once enrolled members are unable to opt out for 15 (fifteen) months. <u>FEBRUARY 2018</u> Further updates will be included in the Pension and Benefits Report
Status	CLOSED
103. Residential Treatment	
Discussion	Concerns regarding Casual eligibility were discussed. The Employer has stated that Casual employees who have not qualified for benefits are excluded and not eligible for residential treatment. The Pension and Benefits Committee will

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	<p>continue to investigate with Manulife and discuss eligibility with the Employer.</p> <p><u>FEBRUARY 2018</u> Further updates will be included in the Pension and Benefits Report</p>
Status	CLOSED
104. Sick Credit Pool	
Discussion	<p>The Pension and Benefits Committee requires information about the Sick Credit Pool usage. The pool is administered by OPSEU Staff. The Committee will review the application change and request total amount of days left and used.</p> <p><u>FEBRUARY 2018</u> Further updates will be included in the Pension and Benefits Report</p>
Status	CLOSED
105. Wage Grid Challenges	
Discussion	<p>The Grid Committee continues to work through over 800 challenges. The process is time consuming as they must individually review each members' seniority, grid placement, retro payments and leaves. A group of letters advising members of the status of their complaint are being sent the last week of November. Members will be required to sign for their letter in the workplace.</p> <p>A copy of the new pay grid has been requested for Locals to ensure movement on the grid is correct.</p> <p><u>FEBRUARY 2018</u> The DivEx requested the pay grid from OPSEU. We recognize the Employer has distributed the new wage grid amounts to management officials. We have been advised the new pay grid amounts are not to be issued until the Collective Agreement has been vetted and signed by both parties.</p>
Status	OPEN - ongoing
106. Biddingo website subscription	
Discussion	<p>Biddingo is a website that handles procurement services for the LCBO. This external third-party company handles Requests for Proposals (RFP) for numerous Crown agencies. Limited information can be publicly viewed without being a subscriber. The Executive discussed the merits of a yearly subscription in order to view a more detailed scope of the RFP. The intent is to have the subscription reviewed yearly by the Executive to determine the value in proceeding.</p>

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	<p><u>FEBRUARY 2018</u> Davis signed up for the Biddingo website and the password has been shared with the DivEx.</p>
<p>November 2017 Motion: Kensley Seconded: Hadley CARRIED</p>	<p>To authorize a one time, one-year subscription (\$250) to Biddingo for the purpose of monitoring the LCBO tendering process and obtaining detailed bid information. The cost associated with the subscription shall be paid by Divisional Dues. The Divisional Chair will set up the subscription and provide the log-in information to the Executive.</p>
<p>Status</p>	<p>CLOSED</p>
<p>107. LBED Divisional Dues</p>	
<p>Discussion</p>	<p>The Division requires LBED Local member information from OPSEU to properly bill locals for Divisional Dues. Each Locals calculation is based on the number of signed members in their respective Locals. This data was provided through OPSEU Membership Services in the past. The Executive requested OPSEU Staff to assist in obtaining a list for billing purposes.</p> <p><u>FEBRUARY 2018</u> On February 21st, 2018 the listing of dues paying members for 2018 was emailed to Secretary/Treasurer for billing. Updated Highest Ranking listing will be verified prior to billing.</p>
<p>Status</p>	<p>OPEN - ongoing</p>
<p>New Business</p>	
<p>108. Bill 148 – Changing Workplace Review (ESA)</p>	
<p>Discussion</p>	<p>On February 6, the LCBO released a memo to retail employees outlining their stance on the recent changes to the <i>Employment Standards Act</i>, through Bill 148. The Union discussed the memo, and the impacts on the workers, at the Provincial Labour Management Committee meeting that day. In many aspects, the LCBO’s stance is in line with OPSEU’s view on the changes, but not everything.</p> <p>In addition, it should be noted that many of the changes are already covered by your collective agreement, which means the employer is in compliance with some of the legislated changes, such as minimum wage, Family Day, 3 weeks’ vacation (or percentage in lieu) after 5 years of employment, etc. There are some provisions of Bill 148 that don’t become enforceable until January 1, 2019 such as on-call and schedule change protections. Those items will be discussed between the Union and LCBO in the coming months.</p>

We do want to shed a light on some of the changes that are in place now such as Sunday work, Personal Emergency days and additional leaves.

Refusal of Sunday Work:

LCBO is now covered by and must adhere to the ESA. This means that provisions of the Act which previously were exempt from enforcement are now enforceable. One such change is the ability to refuse Sunday work. Any Employee who was *hired* prior to September 4, 2001 is entitled to refuse working on a Sunday, provided they inform their manager in writing. Any employee hired September 4, 2001 onward is unable to refuse Sunday work, unless at the time of employment, there were not told Sunday was an expected day or work for them. If the ability to refuse Sunday work applies to you, please discuss with your manager in writing you intent to not work on a Sunday.

Personal Emergency Leave (PEL):

Bill 148 has enhanced the Personal Emergency Leave entitlement to include 2 paid days. Every LCBO employee is entitled to 10 days of Personal Emergency Leave. The enhanced changes in Bill 148, now include that the first two (2) days are with pay and the employer cannot ask for a physician's note for these days. The LCBO has taken the position that the 2 paid days don't apply to PFT, PPT or Seasonal employees (Logistics) because there are enhanced paid leave provisions in the CA. OPSEU does not agree. We have told the employer that our opinion is that the 2 days leave with pay are an entitlement afforded to all employees because those two leave days are not bound to just illness.

Please see the definition of when and how you may use this leave, which is taken from the Ministry of Labour website;

Reasons a personal emergency leave may be taken

An employee who is entitled to personal emergency leave can take up to 10 days of leave each calendar year due to:

- personal illness, injury or medical emergency
- or**
- death, illness, injury, medical emergency or urgent matter relating to the following family members:
 - spouse (includes both married and unmarried couples, of the same or opposite genders)
 - parent, step-parent, foster parent, child, step-child, foster child, grandparent, step-grandparent, grandchild or step-grandchild of the employee or the employee's spouse
 - spouse of the employee's child

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	<ul style="list-style-type: none"> ○ brother or sister of the employee ○ relative of the employee who is dependent on the employee for care or assistance <p>Should the need arise to use your Personal Emergency leave for as outlined in the Act, for example a flooded basement, car accident please ensure to mention to your manager if you have not utilized your first two days with pay yet. You should be getting paid.</p> <p>New Leave Provisions:</p> <p>The changes in Bill 148 have included a collection of new leaves, which the LCBO agrees members are entitled to access. These leaves are Domestic or Sexual Violence Leave, Child Death Leave, Crime-Related Child Disappearance Leave and Critical Illness Leave.</p> <p>Ongoing Discussions</p> <p>As discussions between OPSEU and the LCBO continue on your Employers current compliance with the Act and the upcoming changes for 2019, we will keep you informed. As always, please ensure to discuss the Bill 148 changes with your staff rep to ensure that your entitlements are being recognized.</p>
Status	OPEN - ongoing
109. LBED Caucus at Convention	
Discussion	The LBED Caucus at Convention will be held in Room 204 on April 19 th at 12 noon. DivEx Convention reports are to be submitted by April 9 th , 2018.
Status	OPEN - ongoing
110. Building Solidarity	
Discussion	The Divisional Executive is always a resource to source information but know that your first step should always be your Local OPSEU Staff representative. Staff reps are a valuable resource and trained to assist Locals. Regional/Local Labour Management is another avenue to use as a resource to discuss with management matters that have not yet been grieved. The LBED Provincial Committees each have their own assigned OPSEU Staff representative that work with each committee and provide expertise for our members.

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Status	OPEN - ongoing
111. We Own It	
Discussion	The We Own It Campaign has been doing some tremendous work across the province educating the public on the importance of Quality Public Services which includes LBED. The campaign is budgeted until June and Convention floor must approve any further campaign funding.
Status	OPEN - ongoing
Future Dates	
Next meeting – May 9 th & 10 th , 2018.	
Adjournment	
Moved by:	MacLeod – To adjourn the meeting
Seconded by:	Robitaille
RESULT:	CARRIED @ 1:45 pm February 21 st , 2018.