

Committee Name and Mailing Address:

LCBO Provincial Joint Occupational Health and Safety Committee

LCBO
55 Lake Shore Blvd East
Toronto M5E 1A4

OPSEU
100 Lesmill Road
Toronto M3B 3P8

Minutes of Meeting

Held September 13, 2007, at 1:30 pm, in the LCBO 2nd Floor Large HR Boardroom

Worker Members in Attendance:	Committee Status	OPSEU Local	Position - Department
Tracy Vyfschaft Store 432 No other members allowed—only 3 people total	Co-chair	377	
Management Members in Attendance:	Committee Status	Department	Position
Alkarim Kanji Daryl Hamlyn	Co-chair Member		Manager, Corporate Health Services Employment Relations Manager Logistics Safety LCBO
Guests: Name, Position and Employer		Regrets: Name, Position and Employer	
Terry Aversa, Health and Safety Officer, OPSEU Rob Field, OPSEU Negotiations Wayne Zachar, Director Employee Relations LCBO		Patti Davis, Manager District 25 Rob Mithrush Store 616, OPSEU Kelly McInnis, Store 945 OPSEU	
Meeting Hosted By: LCBO		Recording Secretary:	

THE ATTACHED MINUTES ARE AN ACCURATE RECORD OF THIS MEETING:

SIGNED: Worker Co-Chair:	Tracy Vyfschaft	SIGNED: Management Co-Chair	Please note that the employer declined to sign off these minutes

DATE OF NEXT MEETING

Nov 8, 2007, 10:00 am, Boardroom "D" at OPSEU Office located at 31 Wellesley St., Toronto.

DISTRIBUTION: Copies Committee Members, OPSEU Health and Safety Unit

A copy of these minutes will be posted on the OPSEU website www.opseu.org

1.0 ADMINISTRATIVE ISSUES

DATE OF MEETING	REF #	ISSUE	DESCRIPTION OF ACTION(S) TO BE TAKEN RESPONSIBILITY TO COMPLETE ACTION(S)	STATUS
09-06	1.0	<p><u>Role of Committee</u></p> <p>The union communicated its dissatisfaction that the LCBO wouldn't mutually agree to allow 2 extra guests to attend the meeting to assist in the Terms of Reference negotiations; Instead, strictly held the union to the three representatives in the Collective Agreement until such time as a Terms of Reference is signed between the parties. As a result of this stance, 2 LBED bargaining unit members of this committee did not attend this meeting in order that the Terms of Reference document can be finalized. The union noted that such a position compromises the ability for this committee to function effectively.</p> <p>The union provided a response to the draft Terms of Reference tabled at the LMC on Sept 11, 2006. The parties reached agreement in principle on outstanding issues and language.</p>	<p>The employer will update the document and send a new version to the union that reflects today's discussions. (Wayne Zachar, LCBO)</p>	<p>Item on hold until issue is resolved.</p>
09-06	2.0	<p><u>Training Competent Suervisors</u></p> <p>The union raised the issue of supervisor competency in H&S; it appears that many supervisors and managers at the LCBO are not aware of their obligations or of worker rights (including rights of worker H&S representatives) under occupational health and safety legislation. Specifically, local level managers are not familiar enough with the OHSA to effectively co-operate with worker health and safety representatives or committees. What training or other efforts does the LCBO use to ensure that their</p>	<p>Employer to respond.</p>	<p>open</p>

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		supervisors and managers are competent in health and safety pursuant to Section 25, 2,c.?		
09-06	3.0	<p><u>Training Certification Training</u></p> <p>The union requested a list of LCBO workers who have received certification training.</p> <p>The union requested that this committee be scheduled to attend the next round of certification training.</p>	<p>The employer to respond.</p> <p>The employer agreed to schedule this committee to attend the next round of certification training.</p>	<p>Open</p> <p>CLOSED</p>
09-06	4.0	<p><u>Pilot Project Updates</u></p> <p>The union requested information regarding the “cash register” pilot.</p> <p>There was a discussion about re-training upgrades for legislated training; ie: powered lift trucks and whether the CSA Standard of refreshers every 3 years should be implemented.</p>	<p>Employer to respond</p> <p>Employer said that 3 year refreshers not mandatory</p>	<p>Open</p> <p>CLOSED</p>
09-06	5.0	<p><u>Invitation to attend Ministry Advisory Committee Meeting (MAC) as guests</u></p> <p>Worker and employer co-chairs of this committee are invited to attend an upcoming meeting of the MAC—to observe it’s processes and hear what work they do and how its role in provincial health and safety improves health and safety at MTO.</p>	<p>Employer and union accept MAC’s invitation.</p>	<p>Open</p>

2.0 HEALTH AND SAFETY ITEMS

DATE OF MEETING	REF #	ISSUE	ACTION DESCRIPTION	STATUS
02-07	6.0	<p><u>Return to Work Plan</u> The union asked if the LCBO has a plan for return to work, and if so, requested a copy of the policy.</p>	Employer to respond	Open
09-06	7.0	<p><u>Ergonomics</u> The union requested information regarding whether any ergonomic assessments were planned or in progress</p>	Employer to respond	Open
09-06	8.0	<p><u>Asbestos</u> The union requested a list of LCBO locations that contain friable and non-friable asbestos.</p> <p>The union asked whether joint health and safety committees have been composed at all LCBO workplaces that contain asbestos. It was noted that all changes to <i>Asbestos on Construction Projects and in Building and Repair Operations</i>” come into effect on November 1, 2007.</p>	<p>The employer will consider the request</p> <p>Employer states that setting up committees takes time, and the process is in progress.</p>	<p>open</p> <p>open</p>
		<p><u>Next meeting: November 8, 2007 31 Wellesley St E Boardroom D</u></p>		

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