

THE ECHO

Information for OPSEU members in the Liquor Board Employees Division - Issue 2 - November 4, 2005

Got a problem? Contact your steward first

If you are having a problem at work and need to ask questions or file a grievance, contact your union steward first — no matter what the issue.

The first step in the grievance process is *contact your steward*. He or she will file the grievance with the LCBO, and send a copy to the union office.

If your grievance cannot be settled and reaches the third stage, your Grievance Officer will contact you. If necessary, you can reach Grievance Officers at the same phone numbers as before.

Stewards have been trained to answer your questions. If they don't know the answer, they can contact the Grievance Officer in your area and get back to you.

If you are unsure who the steward is in your area, contact OPSEUdirect at (416) 443-8888 or 1-800-268-7376.

Once the transition from OLBEU to OPSEU is complete (see story below), stewards will be backed by 19 OPSEU staff reps at 19 regional offices across the province. These reps will train and support stewards and help build strong locals to represent all members at the LCBO.



Officers and directors get new roles

A new union means new roles for officers and directors of the former OLBEU.

Effective Dec. 31, 2005 the OLBEU Constitution will no longer have any effect.

Under the merger agreement with OPSEU, the officers and directors will become divisional executive members of the Liquor Board Employees Division. They will continue to lead the division until Dec. 31, 2007.

These Divisional executive members will also sit on committees such as central and regional Labour-Management, Grievance, Benefits, Health and Safety, Education, Public Policy, the Anti-Privatization Committee, etc.

Trained and supported by OPSEU, the divisional executives will meet at least four times a year in addition to their committee work.

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New Roles

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The executive's job is to ensure that the views and needs of LBED members are reflected in the overall policies and day-to-day operations of OPSEU.

To speak to the chair of a committee or divisional executive member, please contact OPSEUdirect at 1-800-268-7376.

Plan for locals almost ready

The Liquor Division Transition Committee is putting the finishing touches on a proposal to assign former OLBEU members to OPSEU locals.

The draft plan will be discussed at a two-day Divisional Assembly meeting slated for January 2006.

About 150 activists, along with OPSEU regional vice-presidents and staff, will help fine tune the proposal.

Watch for more details soon.

Privatization Fight Back Fund gets a boost

The campaign to block privatization of Ontario liquor stores is getting a boost.

The money left over after the bills from bargaining are paid will go into the Privatization Fight Back Fund.

This is on top of OLBEU term deposits and investments already in the fund. The market value of the OLBEU building (estimated at \$1 million) will also be added.

All OLBEU accounting policies have been changed to OPSEU policies, including member expense account limits, kilometric rates, meal allowances, etc.

Denied Dental Claims

Full-time LCBO employee who have had their teeth cleaned in the last 6 months or more but less then 9 months, are eligible to make a claim. If you have been denied your dental claim, please contact the Union office or the Benefits Committee.

Phone numbers are available through OPSEUdirect at 1-800-268-7376.

Casual Benefits Committee

The Casual Benefits Committee met on Oct. 28 to discuss the design and implementation of the Casual Benefits Plan.

All casual members will have a chance to review and vote on the plan. They will decided whether or not to authorize the necessary payroll deductions.

Further details on the committees plan will be sent out soon.

Your contract is on its way

The Bargaining Team is reviewing a draft of the Collective Agreement and is working toward signing off on the revisions.

They're hoping to have it at the printers by the end of the year.

Get on the list!

You can receive **The Echo** directly by fax or e-mail. Just let us know how to reach you. Go to www.opseu.org, contact us (on the home page) and complete the form in the "Send us an email" section. Send us your secure e-mail address or fax number. You may also call OPSEU head office: 1-800-268-7376 or (416) 443-8888 to update your file.

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