

LBED to MPPs: Keep the LCBO public!



As the McGuinty government prepares to receive the findings of a study into the possible sale of Crown corporations, members of the Liquor Board Employees Division hosted a Feb. 17 reception at Queen's Park where they told MPPs the LCBO must stay in public hands.

Several dozen MPPs and political staffers attended the event where they were treated to some of Ontario's finest wines. The effort by LBED was intended to promote the "LCBO experience," which customers enjoy when shopping at their local outlet.

The MPPs also received a blunt message from LBED members: the LCBO isn't for sale and it's



Members of the LBED team at Queen's Park prepare to host MPPs with appetizers, Ontario wines and a blunt message: Don't privatize the LCBO

time to repatriate dozens of privately-owned and operated agency stores.

"The MPPs got an earful from us," said Rick Woodall, chair of LBED's privatization committee.

"We told each and every one of them that selling off the LCBO would be a terrible mistake. We would lose hundreds of millions in future revenues and the LCBO's role in promoting social

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New casual benefit coverage begins April 1, 2010

All casuals who qualified for benefits effective Apr. 1, 2010 should have received a benefit package information kit which included a casual benefits booklet, information on the enrollment process and an enrollment form.

This form should have been returned to the LCBO Human Resources by now.

If a casual member did not complete and return the enrollment to the LCBO Human Resources, the Employer will have then registered the member with single coverage. If required, the Employer will update your information as soon as they receive the enrollment form.

It is essential that members send in the correct

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LBED TO MPPS CONTINUED FROM PAGE 1

responsibility would be damaged.”

LBED chair, Denise Davis, said MPPs were very receptive to LBED’s pitch.

“Certainly the NDP MPPs and many Liberals appeared to support us. They recognize that the LCBO is a valuable public asset and it shouldn’t be sold-off just to reduce the deficit,” said Davis.

“Even a couple of Conservatives indicated some support, especially around the importance of the LCBO and social responsibility.”

In December, the premier announced that his government has retained the services of two banking investment firms to advise it on the possible privatization of several Crown corporations, including the LCBO. LBED’s Queen’s Park reception was a reminder to MPPs that OPSEU will mount a vigorous campaign to keep the LCBO in public hands.

The MPPs who attended included NDP leader Andrea Horwath (Hamilton Centre), former leader Howard Hampton (Kenora-Rainy River) and most of

the party’s caucus. Mario Sergio (York West), the Hon. Steve Peters (Elgin-Middlesex-London) and Bruce Crozier (Essex) were among a small handful of Liberal MPPs, while a surprising number of Conservatives showed up, including Robert Bailey (Sarnia-Lambton), Garfield Dunlop (Simcoe North) and Julia Munro (York Simcoe).

OPSEU president Warren (Smokey) Thomas stopped by and reminded LBED members the fight is never over when the issue is LCBO privatization.

“We’ve been down this road before and we’ll probably go down it again,” said the president. “LBED knows first-hand that the people of Ontario have no interest in selling-off the LCBO.”

LBED members also used the occasion of the Lobby Day to present visiting MPPs with an update on LCBO agency stores. The new findings, conducted by an independent consultant, show that the LCBO is losing more than \$20 million per year in revenue from its most profitable agency stores – an amount that will grow to more than \$340 million, in total, over the next 10 years.

NEW CASUAL BENEFIT COVERAGE CONTINUED FROM PAGE 1

information to ensure that your beneficiary is properly recorded and that if you are eligible for family coverage your spouse and children are listed. There is no extra cost for family coverage.

Single and family members and their dependents are covered under the plan. Members will have to qualify initially or re-qualify annually by working 1300 hours in each calendar and have at least five years seniority. Qualified members will direct 4 per cent of their lieu payments to cover the cost of the plan. The plan is mandatory for all casuals.

You will be receiving your prescription card by April 1, 2010.

In your package you received copies of the dental form and health form for prescriptions, these can also be found on the “Great West Life” website. This website is a great source of information such as dental timelines. We suggest that all employees sign up on the “Great West Life” website at:

groupnet.greatwestlife.com/public/signin/

New benefit book on its way!

An updated LCBO benefits booklet that reflects changes in our new Collective Agreement is at the print shop and will soon be sent out to members. The booklet covers benefits that apply to permanent, full-time employees. The booklet will not include information about the casual benefits package. The Employer assures us that the books will be in the mail shortly.

Collective Agreement to be released soon

An editing committee made up of members who were on last year’s bargaining team is currently proofreading our Collective Agreement to ensure it is consistent with the negotiated settlement. Once their task is finished the CA will be sent to the printers and copies will be distributed to all LBED members.

OP Trust opens door to pension buy-back

OPSEU and the Government of Ontario have approved a change to the OPSEU Pension Trust buy-back rules. The change creates a new 'open option' for eligible members to buy back credit after the plan's customary 24-month application deadline has passed.

As a result, members who missed the OP Trust's 24-month deadline to buy back past-service credit can now obtain a cost quote from OP Trust and complete their purchase. Effective Feb. 1, 2010, eligible OPT members have an opportunity to boost their pensions in retirement and, possibly, retire sooner!

Details of the change differ from member-to-member. Visit www.optrust.com for more information.

Have you taken the Union Counseling Course?

The benefits and pension committee is putting together a list of all LBED members who have successfully completed the Union Counseling Course. If this included you, then please send your name, Local number, Store number, telephone number and email address to:

Susan Lusty
Chair, Benefits & Pension Committee
susan.lusty@gmail.com
Tel: 705-795-7728

BILL 168

No place for bullying and harassment in the workplace

In 2004, Quebec became the first jurisdiction in North America to pass an anti-bullying law. Ontario recently passed similar legislation, Bill 168, which will take effect June 15th 2010.

The effect of a weakening economy on many workers is often a rise in stress levels. This can be the result of personal financial losses. Or it can be the result of employers who expect more productivity from fewer staff. Cumulatively, these factors can also lead to an increase of bullying and harassment behaviour.

Incidents of bullying can be between customer and employee; employee to employee; or, management to employee. Some employers use the practice of micro-managing as a tool for intimidation and bullying. Bill 168 protects workers against such inappropriate behaviour and holds the employer legally accountable, thus ensuring that the work environment for employees does not become toxic or poisonous. This legislation makes it clear that bullying and harassment should not be "part of the job."

Bullying is about power. The workplace bully controls and overpowers people with their size, status or privilege. Bullying is an act of aggression. Bill 168 makes it clear that any behaviour that intimidates, threatens and humiliates a worker must not be tolerated.

Studies have concluded that when employees work for bullying managers the outcome often leads to negative consequences on the employee's health. Working in a toxic workplace has been proven to increase absenteeism, increase stress levels, and can lead to sleeplessness, depression, digestive problems, panic attacks and feelings of nervousness. It can also increase injuries on the job.

If you think that you are being bullied you need to document the circumstances. Let the bully know that his/her behaviour is inappropriate. It is necessary to know how to identify and recognize the signs of bullying behaviour. Behaviours can include, but are not limited to, verbal attacks, yelling, shouting, finger pointing, spreading rumours and exclusion. Talk to someone you trust. Your union steward or EAP representative will be able to get you help, including counseling. They can also assist in filing a complaint with the Ministry of Labour.

Remember: everyone is entitled to work in a harassment-free workplace. Encourage everyone in your workplace to treat each other with respect and dignity.

Lori Davis
Vice chair, LBED

LBED looking for new committee members

The Guidelines and Criteria for Appointing Committee Members according to Appendix “A”, Article 6 and Article 6.4 (b) specifically, of the Liquor Board Employees Divisional Bylaws, empowers the Executive Officers to make appointments to positions on some Standing Committees and Ad Hoc Committees of the Division.

In so doing, the Officers will ensure that the appointing process is as fair, equitable and transparent as possible. To assist in accomplishing this, the Officers are guided by the following criteria in considering members to be appointed:

- Geographical and regional representation
- Occupational representation
- Gender and equity balances
- Search criteria and candidate qualifications
 - o Proper notice and posting to membership and locals
 - o Nomination process, including self-identification

Employment Equity Committee – 2 members

The Division is currently looking for two (2) members for positions on the Employment Equity Committee. This committee is a sub-committee of the provincial labour-management committee and its mandate is to review employment equity issues, to promote an atmosphere and policy framework that will facilitate program development.

The committee will:

- review employment policies and procedures
- recommend measures to promote fairness
- recommend measures to eliminate barriers impacting women, the disabled, francophones, Aboriginals and workers of colour

Employee Assistance Program (EAP) Committee – 2 members

The Division is currently looking for three (2) members for positions on the Employee Assistance Program (EAP).

- o of interest
- o Submission of resumes
- o Committee chair recommendations
- o Decision to be communicated to candidates and locals in a timely manner

Interested members should send their resumes by email to the

following three officers: denise.davis@rogers.com; loridavis@xplornet.com; robinreath@lbedlocal.163.ca and Rob Field rfield@opseu.org. If you do not have access to the Internet, please mail your resume to Rob Field 100 Lesmill Road North York, Ontario M3B 3P8.

DEADLINE: Friday March 12, 2010

LBED bylaw changes now in place

On Nov 28, 2009, your elected officers and delegates voted on a number of LBED bylaw amendments that will shape how we, as a division of OPSEU, move forward. Before the vote took place, local members had the opportunity to put forward motions on proposed changes and amendments. Once all of the proposed changes were received the bylaw committee, consisting of Vanda Klumper, Denise Davis, Paula Sossi, Jennifer Van Zetten, Craig Hadley and staff rep Rob Field, went to work reviewing both our bylaws and our negotiating procedures.

There were a number of housekeeping changes in

the bylaws and negotiating procedures that needed to be addressed. There were several language issues that required updating to ensure that terminology was consistent throughout both documents and compliant with the OPSEU Constitution. The sections affected in the Bylaws were 5(1), 5(3), 5(4), 5(5), 5(6), 5(12), 5(21), 5(25), 5(27), 5(29), 5(30) and in the negotiating procedures, Sections 6(1), and 6(2).

On an operational basis there were a few key changes to the duties and responsibilities of the Secretary/Treasurer. The Secretary/Treasurer is now officially responsible for maintaining the various

locals' executive membership information. The Secretary/Treasurer is also responsible for all financial transactions within the control of the Division. Lastly, the Secretary/Treasurer must now send all locals divisional financial information prior to Division membership meetings.

The bylaw review committee has itself changed. Instead of meeting separately from the divisional leadership, the committee (when called for) will now join the divisional meetings in order to avoid duplicity and to streamline the process.

The regional labour-management committees will forward all minutes of its meetings to the Secretary/Treasurer which will aid the divisional leadership in isolating and addressing common issues throughout the province.

The grievance committee has undergone a significant change. Previously, the grievance committee

consisted of two appointed members who would be replaced every six months. It was adopted that the grievance committee shall now consist of 2 elected members-at-large – one from retail and the other from non-retail. This change will assist the committee's operations and eliminate the interruption of changing committee members.

The privatization chair and committee have been revamped to reflect the importance of the positions. Previously, the chair and committee were ad hoc positions. Delegates voted to make the privatization chair a permanent position on the Divisional Executive committee. This position and the committee members will now be elected positions. The threat of LCBO privatization will never disappear altogether and as such the change will assist the Division in strategic planning and future campaigns.

Craig Hadley
Communication & Education Committee

Get on the list!

You can receive the Echo directly by e-mail. Just let us know how to reach you. Give us your secure e-mail address by calling the OPSEU Resource Centre: 1-800-268-7376 or 416-443-8888.

LBED Executive Contacts

CHAIR: Denise Davis
denise.davis@rogers.com / Local 378

VICE-CHAIR: Lori Davis
loridavis@xplornet.com / Local 499

SECRETARY-TREASURER: Robin Reath
robin.reath@sympatico.ca / Local 163

CHAIR, Health & Safety Committee: Tracy Vyfschaft
tcshaft@xplornet.com / Local 377

CHAIR, Education & Communications Committee: Colleen MacLeod - colleenmacleod@opseu5107.org / Local 5107

CHAIR, Benefits & Pension Committee: Susan Lusty
susan.lusty@gmail.com / Local 376

CHAIR, Privatization Committee: Rick Woodall
woodall@bellnet.ca / Local 375

EAP Hotline: 1-800-263-1401

The LCBO *Employee Assistance Program* is a confidential, hassle-free counseling service. Thanks to gains in our newest collective agreement, this service is now free for **ALL** LCBO employees and their immediate families. For assistance, please call 1-800-263-1401.

To find out more about the program, visit:
www.opseu.org/lbed/eap

PLEASE POST AND CIRCULATE

The Echo is authorized for distribution by:



Denise Davis
Chair, LBED



Warren (Smokey) Thomas
President, OPSEU