

Talking contract

Bargaining information for LCBO employees 2005

What's at stake: the issues

Concessions galore

OLBEU is continuing to negotiate with the employer over job security and privatization issues, hours of work, seniority, contracting out and wages.

The employer wants us to take massive concessions in these and other areas.

This is just a brief overview of some of the issues at stake in this round of bargaining.

Job Security

Franchise Stores - This is privatization by stealth. Our members are losing hours of work; stores will close.

Income Trust - Don't be fooled: This means staff cuts, and ultimately the elimination of 'C' and 'D' stores.

Management doing bargaining unit work - Store managers are cutting hours and then running cash and stocking shelves.

Hours of work

Casual Hours – Management is changing scheduling practices, splitting eight hour shifts into two four hour shifts. The union wants to increase minimum call-in hours from two to four, but management is rejecting this.



"Management is working on their list of lies for contract negotiations."

Promotions– Management's proposals will make it more difficult

(continued page 2)

For more information,
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1-800-268-0340

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Issues on the table (continued)

for you to be promoted. Only when ability is equal would they hire in seniority.

Wages - Starting rate for all new casual employees would be \$10.50 per hour, under their proposals.

Salary and classification schedule for logistics-They want the new Warehouse Worker 3 wage grid to read as follows:

\$16.67 \$18.63 \$20.22 \$20.88

Management also wants to do away with the following Letters Of Agreement :

- Enhanced Severance for Permanent Employees.
- Enhanced Severance for Casual Employees.
- Seasonal Employees – Appendix 4
- Letter on No Layoffs.
- Letter re: Franchise Stores.
- Brandt Letter on Franchise stores.

More concessions as demanded by the employer are as follows:

- Employees will be required to produce a receipt for reimbursement of meals.
- The LCBO would allocate days

in lieu of paid holidays in accordance with Article 7.3.

- Warehouses would discontinue calling employees to advise them they are scheduled for work.
- The employer intends to “exercise its right to administer” layoffs of less than 90 days.
- Wash up time in logistics would no longer be recognized.
- The LCBO would continue to assign casuals to shifts not identified in Article 6.2 (a).
- The employer maintains its right to transfer.
- The LCBO would no longer pay the premiums for benefits of employees who were in receipt of LTIP benefits, and who are no longer in receipt of LTIP benefits, and who are away without pay for a period of two years from the LTIP cut-off date.

This is just the short list. We have to stand together against these attacks on our bargaining unit and on our rights.

Our jobs: worth fighting for