

LIQUOR BOARD EMPLOYEES DIVISION (LBED)

BUILDING A POWERFUL DIVISION

**Part 1: LBED Bylaws and
Negotiating Procedures**
Part 2: Questions and Answers

OPSEU



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LBED & Negotiating Bylaws Procedures

LBED Bylaws and Negotiating Procedures

In June 2005 unionized employees of the LCBO took an historic step forward when they voted to merge with the Ontario Public Service Employees Union (OPSEU). Since then, considerable time and effort has been invested in preparing the groundwork for integrating the Liquor Board Employees Division (LBED) within OPSEU.

The outcome of this hard work will be evident to all LBED members in the spring of 2007 through a series of meetings across Ontario culminating in an LBED Divisional Meeting on June 3/4, 2007 that will formally establish a set of Bylaws and Negotiating Procedures to guide the Division through the years ahead.

When LCBO employees agreed to merge with OPSEU two years ago, they signaled a readiness to reform the way union business is conducted on their behalf. While the previous union had been successfully guided by a succession of strong leaders, LBED members are calling for greater democracy and member activism both inside the union and the workplace.

By choosing to merge with OPSEU, liquor store employees have opted for new ways to conduct union business. More than anything else, OPSEU is a member-lead union. This means an elaborate and transparent structure in which members have direct input — and the votes — to direct their union.

In practical terms the outcome of the merger has resulted in new OPSEU locals for LBED members, expanded access to steward and membership training and improved staff representative-based support for activists and members through OPSEU’s regional office-based servicing system.

There will be other changes that members will be asked to vote upon that are intended to foster participation and activity inside LBED. Apart from elections for senior divisional positions, members will be able to elect representatives to a host of committees. Some of these committees, such as the Grievance Committee, will assist members with holding the employer accountable for collective agreement based rights and entitlements.

Other committees, such as the Provincial and Regional Labour Management Committees, the Provincial Health and Safety Committees and the Employment Equity Committee will be focus on joint “problem-solving” with management in an effort to address problems not specifically covered by the Collective Agreement.

At every step of the way, LBED members will be encouraged to contribute to the dialogue and decision-making process through a new Divisional structure.

That's the way OPSEU has built strong divisions within its membership to successfully represent more than 115,000 members across Ontario working directly for the provincial government, the community college system and in what is called the broader public service.

The overhaul of the ways by which unionized LCBO employees conduct union business is entering a crucial membership-consultation phase. Over the next several months, leading up to the LBED's first divisional meeting in Toronto on June 3-4, a series of Local membership meetings across Ontario will be scheduled to explain the new divisional bylaws and negotiating procedures. At these meetings, LBED members will be asked to debate and vote on new ways of conducting important union business with other LBED locals and with their employer.

LCBO unionized employees voted to merge with OPSEU for a host of reasons but key among them was a desire to become more actively involved in the day-to-day activity of your union. The upcoming discussion and debate about bylaws and bargaining procedures is an opportunity for you to learn more about how the OPSEU Liquor Board Division can work to your advantage.

Get involved. Get informed. Make your view count. Because you are the Union.

For more information, please visit www.opseu.org/lbed/index.htm.

Questions & Answers

Bylaw and Negotiating Procedures

What has changed since the merger with OPSEU?

In June 2005 unionized employees of the LCBO voted to become members of the Ontario Public Service Employees Union (OPSEU). This new sector became known as the Liquor Board Employees Division (LBED).

Since then, there have been two key developments:

- In July 2005, a new collective agreement was signed with LCBO management.
- In 2006, new OPSEU locals were created for LBED members followed by Local elections for local leadership, steward training and connection to OPSEU's system of servicing reps working out of Regional Offices across Ontario.

What's happening now?

To complete the transition from the former union to OPSEU, there needs to be a new divisional structure. To do so, LBED members must:

- Adopt a new set of divisional bylaws
- Hold elections for new divisional leadership
- Adopt new negotiating procedures for bargaining with the LCBO at the provincial level

What are divisional bylaws?

Divisional bylaws define the role of the divisional executive (DivEx); the role of divisional committees; the process for electing divisional officers and how activities are paid for.

Bylaws must be passed by a 2/3 majority of LBED local delegates at a Divisional meeting and subsequently approved by the President of OPSEU.

What are negotiating procedures?

Divisional negotiating procedures set our rules for negotiating renewal of collective agreements. They also describe how bargaining teams are elected; how bargaining demands are set by the membership; and, how strike and ratification votes are held.

Negotiating procedures must be passed by a majority vote at an LBED Divisional meeting then approved by the OPSEU board and passed by delegates at an OPSEU Convention.

What happens next?

There are several key dates ahead:

- The LBED Bylaw Committee and the OPSEU Negotiator assigned to LBED will be meeting with LBED local presidents across Ontario during March, 2007 providing them with a detailed explanation of the divisional bylaws and new negotiating procedures.
- Local executives will review the drafts with their LBED members at Local meetings in March and April. Locals will be asked to vote on the drafts and recommended changes.
- Recommended changes from the Locals will be reviewed by mid-May by the LBED Bylaw Committee.
- Final draft bylaws and negotiating procedures will be submitted for approval by delegates to the LBED divisional meeting June 3-4, 2007.

Where does my Local fit into the Division?

Locals are the Division. Divisional meetings are scheduled at the end of each bi-annual meeting of the Broader Public Service Conference which this year takes place in Toronto, June 1st and 2nd.

LBED members are entitled to send delegates to the Divisional meeting based on the “convention formula.”

How can I make my voice heard on draft bylaws and negotiating procedures?

- Attend in person and join the discussion at meetings called by your local executive
- Submit your comments to: **www.opseu.org** and follow the links to the page titled “Liquor Board.”
- Follow developments in LBED newsletter, ***The Echo***.

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