

Fill out your 2008

DEMAND-SETTING SURVEY

For members of the OPSEU Liquor Board Employees Division

February - March 2008



**BARGAINING
2009
NÉGOCIATIONS**

The 2008 Demand-Setting Survey

Choose your “Top Ten” priorities in bargaining for a new contract

Instructions (PLEASE READ!): You can complete your 2008 Demand-Setting Survey in three easy steps:

- 1** As you read these pages, circle the number of each bargaining issue that is so important to you that it will probably end up in your Top Ten.
- 2** When finished, transfer your Top Ten to the chart at the end of the survey. You do not have to list your priorities in order – ranking of priorities will take place at your OPSEU Local Demand-Setting Meeting in September 2008 and the Final Demand-Setting Meeting in November.
- 3** Tear off the chart and return it to your OPSEU Steward or Local Executive Committee member.

SURVEY BEGINS HERE!

Wages, Classification and Pay

- 1. General wage increase for all employees
- 2. Close the wage gap between Casual and Full Time Employees
- 3. Close the wage gap between Seasonal and Full Time Employees
- 4. Eliminate Fixed Term classification and use Casual employees
- 5. Increase wages for my job classification (List classification and why)
- 6. Automatic progression on pay grid based on seniority
- 7. Acting pay to be increased and applied across the bargaining unit
- 8. Other wage, classification and pay issues (specify)



(Survey continues on page 3)

Hours of Work, Overtime, Premium Pay

Also see casual and seasonal issues

- 9. Overtime issues and distribution (specify needed change)
- 10. Call In and Call Back pay (specify needed change)
- 11. Shift premium increases
- 12. More rules and fairness around shift schedules
- 13. Shift preference by seniority
- 14. Introduce Compressed Work Week, for example, 10 hour day, 4 days per week
- 15. Flextime – variable start and end times by employee preference
- 16. Job sharing – two employees sharing a full time job
- 17. Other hours of work, overtime and premium pay issues (specify)

Benefits

Also see casual and seasonal issues

- 18. Provide/Improve Basic Life Insurance, Supplementary and Dependent Life Insurance, Accidental Death and Dismemberment Insurance for all members
- 19. Provide 100% reimbursement for prescriptions
- 20. Remove \$8.00 maximum for dispensing fee
- 21. Make generic drugs optional
- 22. Pay full cost of semi-private hospital care (remove cap)
- 23. Improve/expand paramedical services (For example, add acupuncturist, psychological associate, Master of Social Work to present list of paramedical services)
- 24. Remove caps per visit to a paramedical service provider
- 25. Increase \$2000 yearly maximum on paramedical service providers
- 26. Remove \$100 annual deductible on dental care coverage
- 27. Remove Ontario Dental Association fee guide lag of one year
- 28. Improve dental recall and cleaning to 6 months from 9 months
- 29. Add orthodontics to dental plan
- 30. Add dentures to dental plan
- 31. Increase annual maximum on major restorative dentistry
- 32. Increase amount of vision care coverage including eye exam costs and laser surgery
- 33. Remove limits and maximum on hearing aids
- 34. Increase coverage for orthopaedic shoes and orthotics
- 35. Increase Attendance Credits and Bonus, or alternatively...
- 36. Introduce Short Term Disability plan
- 37. Increase income under Long Term Income Protection plan
- 38. Other benefits issues (specify)



Pensions

- _____ 39. Improve the early retirement options
- _____ 40. Re-open pension buybacks for employees who missed opportunity
- _____ 41. Make pension issues grievable
- _____ 42. Add leave with pay for union trustees of the OPSEU Pension Plan
- _____ 43. Other pension issues (specify)

Health and Safety, including work overload

- _____ 44. Improve workplace ergonomics
- _____ 45. Protect employees against workplace violence
- _____ 46. Reduce stressors, including work overload
- _____ 47. Set minimum staffing complement, by store/service
- _____ 48. Improve return-to-work accommodation for sick/
injured workers
- _____ 49. Workers' compensation improvements (specify)
- _____ 50. Other health and safety or workload issues (specify)



Job Security

Also see casual and seasonal issues

- _____ 51. End divestment, privatization, and contracting-out of services through agency stores and other means
- _____ 52. "Contract in" agency stores to return work to LCBO
- _____ 53. Link full time complement levels to store revenue and increase accordingly
- _____ 54. If jobs are moved out of the LCBO, transfer jobs with full collective agreement rights and entitlements, OPSEU Pension Plan membership, and continued union membership
- _____ 55. Provide more notice to union of downsizing/restructuring/technological change
- _____ 56. Improve notice of layoff to individuals
- _____ 57. Increase pay in lieu of notice
- _____ 58. Increase separation allowances
- _____ 59. Improve "bumping" (eliminate barriers to full application of seniority)
- _____ 60. Improve access to vacancies (redeployment)
- _____ 61. Improve recall language
- _____ 62. Improve relocation rights
- _____ 63. Improve retraining for surplus employees
- _____ 64. Improve enhanced severance pay
- _____ 65. Improve termination pay
- _____ 66. Allow deferral of surplus notice for those close to retirement
- _____ 67. Other job security issues (specify)

Job Postings, Training, Transfers, and Bargaining Unit Work

- 68. Posting and filling of vacancies, new positions (specify)
- 69. Temporary assignment issues (specify)
- 70. Training and development on employer time
- 71. Create rules for transfers
- 72. Retain seniority on transfer
- 73. Allow lateral transfers where employees request
- 74. Permit job trading
- 75. End use of temporary agency workers for bargaining unit work
- 76. Stop supervisors from performing bargaining unit work
- 77. Other related issues (specify)

Permanent Part-Time issues

- 78. Increase employer share of benefit costs
- 79. Provide access to special and compassionate leaves
- 80. Pro-rate pension to total hours worked
- 81. Other permanent part-time issues (specify)

Casual issues

- 82. Provide for conversion of Casual employees to Full-Time or Permanent Part Time status
- 83. Provide more safeguards to prevent loss of hours
- 84. Provide longer shifts and fewer days per week
- 85. Allow casuals access to extra shifts at peak times
- 86. Increase call In minimum from 2 to 4 hours
- 87. Allow part-time casuals to progress on wage grid automatically
- 88. Allow all casuals access to the top step on the grid
- 89. Provide benefits after a certain length of service and/or number of weekly hours worked, or alternatively,
- 90. Increase pay in lieu of benefits and holidays
- 91. Allow casuals to retain seniority when transferred to other stores
- 92. Provide equivalent vacation entitlements as for permanent employees, or alternatively,
- 93. Improve vacation pay
- 94. Provide safety footwear when required by Health and Safety Committee
- 95. Provide access to court witness leave
- 96. Other issues for casual employees (specify)

Seasonal issues

- 97. Provide for conversion of Seasonal employees to Full-Time or Permanent Part-Time status
- 98. Prevent loss of seasonal status
- 99. Provide more safeguards to prevent loss of hours
- 100. Introduce Compressed Work Week, for example, 10 hour day, 4 days per week
- 101. Improve pay in lieu of vacation
- 102. Provide vacation entitlement sooner
- 103. Allow access to summer vacation by seniority
- 104. Improve pay in lieu of benefits and holidays
- 105. Improve benefits
- 106. Provide access to use of credits for compassionate leaves
- 107. Add language on shift schedules and call back
- 108. Other issues for seasonal employees (specify)

Time off: Vacation, Holidays, and Leaves

- 109. Improve vacation entitlements
- 110. Increase number of paid holidays
- 111. Improve holiday pay
- 112. Provide choice of lieu day off for holidays
- 113. Increase paid leave for union activities
- 114. Expand union leave options
- 115. Add paid educational leave for union stewards, activists
- 116. Extend parental leave top-up to cover full period of EI benefits
- 117. Add 10 emergency leave days as per the *Employment Standards Act*, but with pay
- 118. Provide compassionate care/family medical leave top-up to cover full period of EI benefits
- 119. Improve bereavement leave
- 120. Improve special and compassionate leaves
- 121. Other vacation, holidays, and leave issues (specify)



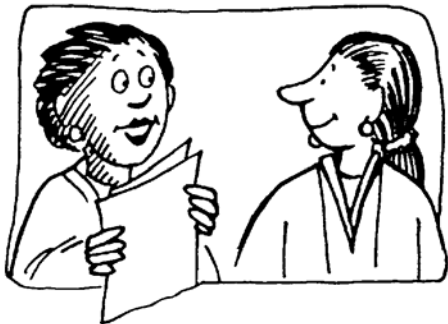
Expenses, Uniforms

- 122. Meal allowance on overtime
- 123. Increase kilometric rates
- 124. Improve uniform entitlements and special allowances (specify)
- 125. Increase safety footwear allowance
- 126. Other expense issues (specify)

Basic fairness

- _____ 127. No discrimination/employment equity
- _____ 128. Grievance procedure issues (please specify)
- _____ 129. Right to grieve improper classification
- _____ 130. Provide disciplinary free record after 18 months
- _____ 131. Cash shortages to be covered by the employer
- _____ 132. Personal vehicles insured by employer if used for work
- _____ 133. No discipline for refusing to cross a picket line
- _____ 134. Other basic fairness issues (specify)

**NOW TRANSFER YOUR TOP TEN ISSUES
TO THE FORM ON THE NEXT PAGE!**



Tell your union what you want to see
in your NEXT collective agreement!

The 2008 LBED Demand-Setting Survey is authorized for distribution by Vanda Klumper, chair, Liquor Board Employees Division, and Warren (Smokey) Thomas, president, Ontario Public Service Employees Union.

Survey Response Form:

List your Top Ten issues here

Go back and look at the bargaining issues you've circled as being important. Now transfer your Top Ten to the chart below. Record the **number** and the **name** of each issue as listed on the previous pages. **You do not have to list your priorities in order.** (Ranking of priorities will take place at Demand-Setting Meetings in the fall of 2008.) Use the back of this sheet to provide more detail on specific issues. **When you're done, tear off this sheet and hand it to your OPSEU Steward or Local Executive Committee member.**

Please complete the following:

Name (optional) _____ **OPSEU Local** _____

Job Classification _____

(e.g. Customer Service Representative, Warehouse Worker, Systems Officer, etc.)

Employee Type _____

(e.g. Permanent Full-Time, Casual, etc.)

LCBO Work Location or Store Number _____

List your Top Ten issues here:

Issue number Name of issue and description if needed

_____	_____
_____	_____
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TEAR OFF THIS PAGE AND RETURN IT TO YOUR OPSEU STEWARD OR LOCAL EXECUTIVE COMMITTEE MEMBER

