

## And the Winner is.....



A big congratulations goes out to the winners of the Fall LBED Anti-Privatization Contest.. Pictured above, OPSEU President Warren (Smokey) Thomas and LBED Chair, Denise Davis, drawing the winners of the contest.

**1st Prize winner of an Apple iPad: Scott Cameron, Store 367, Windsor.**

**2nd Prize winner of a Nintendo Wii: Shawn Zimmerman, Store 192, London.**

## Have you read your Collective Agreement?

### Article 6.2 (d) of the Collective Agreement?

"Where an employee covered by section 6 (a)(i) is required to work before twelve (12) hours have elapsed since the completion of the employee's previous shift, he/she shall be paid time and one-half (1 ½) for those hours that fall within the twelve (12) hour period."

Ensure that you receive the proper payment if this situation arises.

## A Message from our Chair

Season's Greetings!

### Health and Safety should never take a holiday !

We are in the midst of one of the busiest times of the year and we are all feeling the dramatic increase in customer traffic, sales and product volumes. Unfortunately, there is less staff to perform the work. More cases are being handled, shipped and stocked by our warehouses and retail stores, and more demands are being put on our head office and administrative-support teams. We are all feeling the seasonal pressure and yet we continue to provide excellent service to our customers.

During this busy season, remember to keep in mind that health and safety concerns should never take a holiday.

You must be even more proactive when your workplace is busy and hectic. Remember to take your rest periods and pay attention to your personal physical limits. When hurrying to complete a task it is tempting to take short cuts. Always be aware of your surroundings and take the time to do a task safely, not just quickly.



Also, remember to report all health and safety issues immediately to both your manager and your health and safety worker representative. Don't let unsafe issues go unattended!

The holiday season is a time to reflect on the successes of the past year, to be thankful for the blessings we have, and to spend time with family and friends. In order to do these important things, we must arrive home safely and without injuries.

On behalf of the executive members of the Liquor Board Employees Division of OPSEU, I wish you and your family the best of this holiday season and a healthy and prosperous New Year!

In Solidarity,  
Denise Davis  
Chair, LBED

# ***Knead the Stress out of your Body ---and Mind***

## **Massage Therapy**

*Refer to Article 20 in the Collective Agreement for the amount of coverage.*

Massage therapy is a popular treatment for the relief of sports injuries, strains, and muscle soreness but it's benefits are more than just physical: it is also an effective way to alleviate depression, anxiety and insomnia because it helps your body relax. Although life stresses are unavoidable, massage therapy helps to combat negative feelings and insomnia with the positive benefits that this type of therapy offers.

### **Depression**

According to Health Canada, 11 per cent of men and 16 per cent of women will experience severe depression over the course of their lives. Studies show, however, that massage therapy can be an effective tool for dealing with depression.

### **Anxiety**

Health Canada also reports that of all the mental disorders, anxiety conditions top the list. They estimate that 10 per cent of Canadians suffer anxiety in some form. Anxiety and tension can be reduced by the positive effects of massage.

### **Poor quality sleep**

Statistics Canada reports that 3.3 million Canadians (13.4 per cent of Canadians over the age of 15) suffer from insomnia. Fortunately, massage has also been shown to improve sleep quality.

### **Finding a certified massage therapist**

Speak with someone who's had appointments with a specific therapist to find out how difficult it is to get in, and what approach is used, for instance light pressure versus deep tissue massage. Access the Internet and look for massage therapy associations or ask your doctor if he/she can recommend a certified massage therapist.



OUR LCBO  
LET'S KEEP  
IT PUBLIC!

## WHAT IS THE OPSEU PENSION PLAN?

The OPSEU Pension Plan is a defined benefit pension plan. This means that if you are a member of the plan, at retirement, you will receive a secure lifetime pension based on a formula that takes into account your salary and pensionable service credits. Unlike RRSPs and other investments, the amount of your OPSEU Pension does not change when investment market conditions fluctuate.

Casual employees of the LCBO who are in OPSEU bargaining unit positions have the option to join the OPSEU Pension Plan at any time. When you join, you can also buy back any service where you did not contribute to the Plan.

## GOOD REASONS TO JOIN

- 1) Your employer matches your regular pension contributions dollar-for-dollar.
- 2) At retirement, you will receive a pension payable for your lifetime.
- 3) Your pension will be adjusted for inflation annually.
- 4) The OPSEU Pension Plan provides for a survivor pension.
- 5) The OPSEU Pension Plan includes disability benefits.
- 6) If you leave your job, depending on your age, you can move your pension to an RRSP, another pension plan or leave it with the OPSEU Pension Plan.
- 7) You may qualify for early retirement options.
- 8) Joining the OPSEU Pension Plan is an easy and secure way to save for retirement.



## TAX STATUS OF CONTRIBUTIONS

The regular contributions made to OPSEU Pension Plan from your earnings are tax sheltered. When you complete your income tax return you may claim your OPSEU Pension Plan contributions as a deduction from your taxable income. The contributions that your employer pays into the plan are not considered taxable in your hands.

Contributions made to the OPSEU Pension Plan by you and on your behalf by the employer will result in a Pension Adjustment (PA) that is reported on your T-4 slip. This PA will reduce your RRSP contribution room for the following year.

Have more questions? Want to join the OPSEU Pension Plan? Contact the OPSEU Pension Trust at:

Member and Pensioner Services

**(416) 681-6100** in the Toronto calling area **1-800-637-0024** toll-free within Canada

E-mail: [email@optrust.com](mailto:email@optrust.com) Website: [www.optrust.com](http://www.optrust.com)

Their knowledgeable and friendly staff will be able to answer your questions about joining the plan. You can also contact your regional human resources department to get an application!

## GET ON THE E-MAIL LIST...

There are so many reasons why e-mail has become the preferred method of communication in the last few years. It's usually simple and free to create an e-mail address and e-mails can be sent and received within seconds. E-mail is environmentally friendly; trees are saved and emissions are reduced. For all these reasons, LBED has embraced e-mail as a primary form of communication to members. The ability to communicate instantly to members across the province is invaluable to building and maintaining our strength.

LBED or OPSEU will never send a message to a work e-mail address. Work addresses contain the letters "lcbo" and we do not consider these addresses private enough. We will only send messages to private e-mail addresses, for example, like the ones you can get free from websites like Hotmail, Google and Yahoo. If you do not have an Internet connection yourself, you may want to ask a friend or relative who has a connection to set up an e-mail account for you.

It is important to know that in order to build a strong union we need you. In order to build strength through information and education we need to be able to contact you. When it is time to rally against privatization we want to invite you.

Please update your contact information with us and consider getting a private/secure e-mail address. Then you will receive e-mail updates on union activities, as well as important notifications on issues such as bargaining and how you can help build a better future for working people. You will also receive an electronic copy of the LBED newsletter, *The Echo*. To update your contact information, call OPSEU at 1-800-268-7376 or go to <http://www.opseu.org/notices/connect-with-opseu.htm>. For more info email [felicia@persona.ca](mailto:felicia@persona.ca).

### Employment Equity Committee

The DIVEX is pleased to announce that the following members have been selected for the Committee:

**Denise Davis-Chair**

Local 378

**Gino Vendetti**

Local 5109

**Marion Power**

Local 378



## Hurt at Work? Report It!

If you are hurt on the job, it is vitally important to report your injuries to your employer immediately and file a claim even if you lose no time from work. You never know when a seemingly small injury can prove to be more serious than suspected. Your employer, in turn, is required to report any accident, illness or injury that requires medical attention to the WSIB within three days of the event.

Many problems with Workplace Safety and Insurance Board (WSIB) claims can be avoided if you report immediately, file a claim, and seek immediate medical attention if necessary. Don't wait to see a doctor or other health practitioner if you are in pain and/or discomfort, thinking that it will go away on its own. Make a note of any witnesses to an accident and ensure you cooperate in any treatment process.

It's also important to keep in contact with your employer and cooperate in any early and safe return-to-work initiatives.

Members can visit the Workplace Safety and Insurance Board's (WSIB) website and download reporting forms as well as read up on valuable claims information. The WSIB web address is [www.wsib.on.ca](http://www.wsib.on.ca).

If you have been denied a WSIB claim, you can contact a Benefits Counsellor in the Membership Benefits Unit at OPSEU for assistance with an appeal. Call 1-800-268-7376 and the friendly staff of the OPSEU Resource Centre can direct you to the appropriate Benefits Counsellor for your region!



## Casual Dental Plan Benefits

Casual employees who have qualified for benefits are eligible for dental benefits. The plan covers routine services for you and your eligible dependent(s) to a maximum of \$1,000 per calendar year, per insured person. This means that if you became eligible for dental benefits effective April 1 of 2011, you have a maximum of \$1,000 of basic dental services from April 1st to December 31<sup>st</sup> of 2011 and your dependent(s) each have their own \$1,000 benefit maximum.



Starting January 1, 2012, regardless of whether you have exhausted the \$1,000 maximum in the previous year, a new maximum of \$1,000 for you and each dependent will apply.

If you re-qualify for benefits at April 1, 2012 you do not receive an additional \$1,000 at that time. The \$1,000 maximum goes straight through to December 31<sup>st</sup>.

If you do not re-qualify for benefits at April 1, 2012 the maximum applies only between January 1<sup>st</sup> and March 31, 2012.

For more information on the Casual Benefit Plan you can refer to your booklet, contact your HR Administration Department, or contact a member of the Benefits Committee:

- Susan Lusty, Chair (705) 726-6021 or [susan.lusty@gmail.com](mailto:susan.lusty@gmail.com)
- Donna Shea (705) 879-7371 or [twoshea2@hotmail.com](mailto:twoshea2@hotmail.com)
- Stacey Sholtack (416) 528-2376 or [sholtack@gmail.com](mailto:sholtack@gmail.com)
- Kim Macpherson, OPSEU Membership Benefits Unit 1-800-268-7376 x8361 or [kmacpherson@opseu.org](mailto:kmacpherson@opseu.org)

OUR LCBO  
LET'S KEEP  
IT PUBLIC!

PROUDLY  
BROUGHT TO YOU  
BY:  
LBED EDUCATION  
AND  
COMMUNICATION  
COMMITTEE

Chair– Felicia Fahey  
Cell 705-665-5518  
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Editorial Policy  
Content comes from our base  
of activists, staff, other labour  
sources and our divisional  
executive.

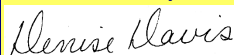
Where an article has a by-line,  
the views are those of the  
author and not necessarily the  
views of OPSEU or LBED.

While we welcome your  
contributions, we ask that they  
be constructive. All articles  
should be signed and include  
your local number, and should  
contribute positively to our  
division and union, and it's  
policies.

We encourage thoughtful  
discussion of all related issues  
and reserve the right to edit for  
libel, length, clarity and to reply  
to those that seem to reflect a  
misunderstanding of the union  
and its policies.

Please send articles to  
[felicia@persona.ca](mailto:felicia@persona.ca) or mail to  
P.O. Box 486 Dowling Ontario  
POM 2R0 c/o Felicia Fahey

The ECHO is  
authorized for  
distribution by:



Denise Davis,  
Chair, LBED



Warren (Smokey)  
Thomas,  
President, OPSEU

Information for OPSEU members of the Liquor Board Employees Division

## Liquor Board Employees Division CONTACTS

### Divisional Executive

#### Chair

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[denise.davis@rogers.com](mailto:denise.davis@rogers.com)

#### Vice Chair

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Local 377  
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#### Chair, Education & Communication

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#### Chair, Anti-Privatization

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#### Chair, Health & Safety

Jennifer Van Zetten  
Local 162  
[ajzetten@mnsi.net](mailto:ajzetten@mnsi.net)



**Please  
print and  
post on  
union  
board**

### Must Have Numbers

OPSEU Resource Centre is a one-stop  
information centre for members. The cen-  
tre is staffed during regular office hours,  
Monday to Friday, 8:00 a.m. to 5:30 p.m.  
Call OPSEU Resource Centre: **416-443-  
8888** in Toronto area, **1-800-268-7376**  
from outside the Greater Toronto area.  
[www.opseu.org](http://www.opseu.org)

Ministry of Labour launched a Health &  
Safety Contact Centre, which allows any-  
one, anywhere in Ontario to call one num-  
ber to report a workplace health and safety  
incident, critical injury, fatality or work  
refusal. The public can also call that num-  
ber if they suspect unsafe work practices or  
for general inquiries. The number operates  
24 hours a day, seven days a week.  
**1-877-202-0008** [www.labour.gov.on.ca](http://www.labour.gov.on.ca)

#### OPTrust Pension Services

Toronto calling area: **(416) 681-6100**, Toll-  
free within Canada: **1-800-637-0024**  
Fax: (416) 681-6175 [www.optrust.com](http://www.optrust.com)

Employee Assistance Program (EAP)  
provided through Human Solutions is a  
professional and confidential service for  
employees of the LCBO in order to help  
them quickly and efficiently resolve a vast  
range of problems that impact employee  
work performance, wellness and behav-  
iour. Call toll-free at **1-800-663-1142**  
[www.humansolutions.ca](http://www.humansolutions.ca)

Member Savings Credit Union serving  
employees and their families of the LCBO,  
offering a full range of financial products  
and services. Tel: **416.864.2461**, Toll-free  
within Ontario: **1.888.560.2218**  
[www.membersavings.ca](http://www.membersavings.ca)