

Know your rights, avoid NOID nonsense!

LCBO management is continuing its practice of issuing NOID's (Notice of Intended Discipline) in ways that intimidate and harass employees.

If you find yourself the recipient of a NOID, here are a few things to remember:

- Contrary to the "instructions" contained in a NOID, you are under no obligation to respond in writing. In fact, you should not respond whatsoever before speaking with your Local Steward.
- By using the term "Union" twice in the NOID, management is exercising a sleight-of-hand by appearing to suggest a NOID is covered by our Collective Agreement. This is mumbo-jumbo intended to confuse LBED members.
- A NOID letter attempts to give the employee a false sense of security. It doesn't.
- It implies that cooperation with management is in your best interest. It isn't.
- By providing management with a written explanation you risk that your reply will be used against you in a future disciplinary hearing. Besides, a request for a written explanation is just that – a request. A "noided" member has no legally binding requirement to provide the employer with a written statement explaining whatever allegations are being cited.

- Many members have had discipline imposed on them after submitting a written statement that inevitably – if not inadvertently – gives management the "evidence" to discipline.

Your best defense against a NOID is by speaking **first** with your Local Steward or Local Executive member. It's written into our contract under Article 26.3 and it's time we exercised this protection.

The issue of NOID's was raised with management last autumn at a Provincial Labour Management Committee meeting. The matter is currently "under review" by the employer.

Sample Letter




Liquor Board
Employees Division
Division des employés
de la régie des alcools

< insert date >

< insert Manager's name >
< insert work location >

Dear _____:

I have received your letter dated _____.

I am unclear as to the allegations of your letter but would be willing to meet with you at a mutually-agreeable time and location, accompanied by my OPSEU representative.

Sincerely,

Signature

Print Name

Cc: Union Representative

Please turn to page 2

PLEASE POST and circulate

It's time for local elections

It's been two years since our last Local elections and the time has arrived for planning the next vote.

We're at that time in the cycle to schedule your next election for Local Stewards and officers. Under the OPSEU Constitution, each local must decide when to hold elections and which positions on the Local Executive Committee need to be filled.

Local presidents and OPSEU staff reps are reminded that elections are required in a timely manner and planning should begin shortly.

Deadlines approaching for Demand Setting Surveys

By now all LBED members will have received their Demand Setting Survey kits which they have been asked to complete as we enter the pre-bargaining process. LBED's contract with the LCBO expires on March 31, 2009.

The survey kits were distributed to all workplaces by Local Executive members and Stewards through the process of store tours.

The deadline for collecting the surveys is **March 28th**. Locals will require book-offs in order to collect the completed surveys and, to date, several have not requested book-offs to complete this task. This is a reminder to do so

as soon as possible to avoid complications and to keep on our bargaining timeline schedule.

Once the surveys are collected, local executives will tabulate the results. The deadline for returning the summarized results to OPSEU Head Office is **no later than April 4**.

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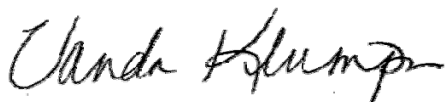
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Get on the list!

You can receive **The Echo** directly by fax or e-mail. Just let us know how to reach you. Give us your secure e-mail address or fax number by calling OPSEUdirect at 1-800-268-7376 or (416) 443-8888.

The Echo is authorized for distribution by:



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