



# Talking contract

Bargaining information for LCBO employees

July 11, 2005

## Reject this offer !

### Team calls for “No” vote on employer’s final offer, sets July 28 strike deadline

After more than 50 days of face-to-face negotiations, including several days between June 27 and July 7, a fair contract offer from LCBO management is still nowhere on the radar.

#### Final offer vote

With so little progress, our bargaining team is forced to crank up the pressure on the employer. So on July 7, the team asked for management’s “final offer” on all outstanding issues. This offer will be put to a full membership vote between Monday, July 18 and Thursday, July 21.

### Team calls for a strong “No” vote

Your bargaining team is unanimously recommending that you vote “No” to the employer’s offer. Why?

Because management is still demanding major

concessions. They also continue to reject our team’s proposals on your priority issues, including job security, fairness for casuals, scheduling and hours of work, and access to seasonal and full-time status.

Management’s offer would mean a big setback for every member of the bargaining unit. And it would



(see Team page 2)

## What’s in the LCBO offer?

Want to read the fine print? A detailed comparison of the union’s and management’s positions – and the full text of both positions – is available as follows:

- on the OPSEU website at [www.opseu.org](http://www.opseu.org)
- by contacting your member mobilizer or zone representative
- from your nearest OPSEU regional office
- at the vote meeting in your area
- by calling the central mobilizing hotline at 1-866-811-7274 or 416-448-7443
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### Here are just three reasons to reject the offer:

- This offer would strip LCBO employees of our job security protections.
- This offer would create a two-tiered wage system and leave casual employees out in the cold.

This offer would play havoc with scheduling in the warehouses and would give the employer carte blanche to play around with hours of work.

For the team’s analysis of the employer’s offer, what it means for you and why they are asking you to vote “no,”

see page 3

# Team needs your rejection vote (continued)

leave us wide open to privatization, layoffs and cutbacks over the term of the agreement.

The team is convinced that the LCBO can be forced to offer a better deal. But to get that deal, they need your support. They need you to vote “no” to the offer and give them a strong mandate to call a strike, if necessary, to achieve a fair contract that addresses your needs.

## **Strike deadline: July 28**

The team has also asked the provincial conciliator for a “no board” report. This process will start the clock ticking towards a legal strike deadline of 12:01 a.m. on July 28. Work is now underway to prepare for an effective province wide strike against the LCBO.

Of course, the team’s goal is to negotiate a contract – not a strike. But to get a tentative agreement they can recommend, they need bargaining power. And bargaining power comes from your support.

## **It’s all about bargaining power**

A strong “No” vote will send a powerful message to management. It will show that you are serious about winning a decent contract. And the threat of a possible strike – and the ability to carry it out if necessary – will give our team the bargaining power they need to get a deal that meets your needs.

In the meantime, keep wearing those anti-privatization buttons and OPSEU wrist-bands. Keep supporting union activities over the coming weeks. And be sure to vote!

**Every step you take to support your team is a step closer to a fair contract.**

## **Vote July 18-21**

### **What’s on the ballot?**

The ballot for the final offer vote will ask you to choose between one of two options:

NO. I reject the employer’s final offer and authorize bargaining team to call a strike, if necessary, to achieve a fair and reasonable tentative agreement

YES. I accept the employer’s final offer.

## **Where and when you can vote**

By Thursday, July 14, a complete list of voting locations and times will be available covering worksites across the province. The vote will take place between Monday, July 18 and Thursday, July 21.

Here’s how to find out where and when the vote for your workplace is happening:

- Visit the OPSEU website at [www.opseu.org](http://www.opseu.org).
- Contact your member mobilizer or zone representative.
- Call your nearest OPSEU regional office. Call the central mobilizing hotline at 1-866-811-7274 or 416-448-7443.

# LCBO's Final Offer – Why You Should Vote “No”

## Job Security

### The employer's offer

In a letter, expiring March 31, 2009, the employer is agreeing not to close a store that is within a 15 kilometer radius of an agency store; not to close a store that is closest to an agency store that is not its supplier store; and not to lay off any permanent full-time (PFT) employees at the above stores as a result of the Agency Stores program.

### Our comments

Here is another Dalton McGuinty promise – broken. As we know, the premier promised during the last election not to open any new Agency stores. Since McGuinty's election the number of Agency stores has exploded: from 50 to about 200. This, as we know, is to help package up the LCBO itself for sale to an Income Trust.

How does this affect us? Hours of work are being lost in LCBO stores as non-union LCBO look-alikes in Agency stores scoop up the sales of hot products. This language will not prevent layoffs of non-PFT members and will not prevent the loss of hours, particularly in C and D stores. Worse, the employer will not put this into the contract but wants to leave it as a letter that expires. Reject!

## Contracting out third party warehousing

### The employer's offer

The employer has proposed a letter of agreement that does not allow the LCBO to contract out warehouse work where it would result in layoffs of permanent full time (PFT) staff.

This letter does not apply to employees hired after August 1, 2005.

Again, this is a letter of agreement expiring March 31, 2009.

### Comments

This is also unacceptable. It only protects PFT staff hired before August 1 of this year. No protection

for casuals, seasonals, or anyone hired after this month. It creates two classes of workers, and two job-security tiers.

We want a system where any contracting out is done where the contractor agrees to employ LCBO members and to do so under our collective agreement. This key protection is not in the offer. Reject!

## Casual employees

### The offer

The employer's offer is not going to fix the problem of creative scheduling. The employer has not agreed to our proposal for a 4-hour minimum shift for casual employees.

### Comments

The employer will still be able to manipulate the scheduling to cut casual hours and avoid permanent vacancy review.

## Logistics

### The offer

Scheduling: The employer's offer contains scheduling changes in logistics that would be unacceptable to many of our members. In their proposal, any employee could work any one of four day shifts, four afternoon shift, or four night shifts. In other words, they want to stagger our start times. The day shift VAX system operators, though, would have to be at work at 4:20 a.m. instead of 8 a.m., as currently.

Hours of work: Logistics clerks would be paid for 15 minutes more – to move from a 36.25 hour work week to a 37.5 hour week. But they would work a half-hour more for the 15-minutes extra pay.

### Comments

This is all about control. The employer wants more flexibility on the line (we're already pretzels!) The idea of clerks giving the employer a free 75 minutes a week is a no-go. Reject.

# Why You Should Vote "No"

## Warehouse Worker – Automatic progression

### The Offer

While the employer is agreeable to automatic progression from Warehouse Worker 3 to Warehouse Worker 4 at the Durham facility, the cost for doing so would be for employees to give up their acting pay. This is different from the other warehouses where automatic progression is the practice.

### Comments

All warehouse workers should be subject to the same rules – if you are a WW3 and you do the work of a WW4, you should receive acting pay.

## New Casual employees

### The Offer

The employer wants to create a new lower tier of casual workers. New employees hired after August 1, 2005 would earn 10.50 an hour, a \$1.80 per hour less than current casuals.

Warehouse Worker 3 rates for new workers would be cut from \$20.22 to \$17.25.

Liquor Store Clerk Grade 3 new hires would be cut from \$18.63 to \$17.25, with annual instead of semi-annual increases for the first three steps. It will take employees one and a half years longer to reach the max.

### Comments:

Highly unacceptable. This creates three tiers of workers, three tiers of pay. It is a cheap attempt to undermine our bargaining unit, and destroy solidarity by having staff work side by side at different wage rates. This highly-profitable enterprise does not need to chop its new workers' wages. Reject.

## Retirement and Job Security

### The Offer

They want to stop members with a reduced pension from qualifying for full severance.

### Comments

This puts our job security in peril. It's unacceptable. Reject!

## Warehouse: Casual to Seasonal

### The offer

We proposed a minimum number of hours scheduled or worked that would allow easier access to seasonal status and help eliminate the employer's ability to manipulate the system, to prevent workers from attaining seasonal status.

The employer wants to set the minimum at 800 hours, including overtime, in a six-month period.

### Comments

The employer's proposal would make it too difficult for casuals to obtain seasonal status. Reject.

## Transfer

### The Offer

The employer wants to be able to transfer staff on an unlimited basis.

### Comments

Our position is that the employer should transfer in reverse order of seniority, and only within the geographic area.

# Why You Should Vote "No"

## Wages

### The offer:

The offer would increase all rates by:

- 2.5 per cent effective April 1, 2005.
- 2.75 per cent effective April 1, 2006.
- 2.75 per cent effective April 1, 2007.
- 3 per cent effective April 1, 2008.

### Comments

Our key priority in this round is to maintain job security for all our members and avoid multi-tier wage grids.

Your team's demands included a four per cent wage increase in each year of a three-year contract.

### Our demands:

- 4 per cent effective April 1, 2005.
- 4 per cent effective April 1, 2006.
- 4 per cent effective April 1, 2007.

### Benefits

The employer had agreed with several of our proposals on a benefit package but then demanded that the package be reduced. This is bargaining in bad faith, under labour laws.

## A word about rumours . . .

In every round of collective bargaining, there are two things you can count on. First, rumours are a fact of life. Second, almost every rumour gets the facts wrong.

During bargaining, our team may not always be able to report on everything that is happening at the table. That's one reason why rumours are so common during contract negotiations.

Some rumours are started by management. Some are started by the media who are looking for a good story. And others are just idle speculation. But whatever the source, the problem with rumours is that they can confuse members or undercut support for our bargaining team.

**So if you hear a rumour – don't spread it.**

### Where to get the facts

If you want to get the facts, the first place to check is the OPSEU web site, for this newsletter or an official statement from the bargaining team.

If you still have a question, speak to your steward, a member of your zone executive or one of our member mobilizers. If they don't know the answer, they can check with someone who does.

Whatever happens, don't let rumours distract you. Remember, the key to winning a strong contract is supporting our bargaining team.

## Taking our message public!

This round of contract negotiations at the LCBO is about more than just wages and working conditions. It's also the McGuinty government's move to put LCBO privatization back on the agenda. That's why they are gunning for our job security language at the bargaining table.

### Privatization: Still a bad idea

But whether it's privatization through more agency stores or by rolling the LCBO into an income trust, the results will be the same:

- higher prices for our customers
- reduced selection and service
- more impaired driving and alcohol-related crime
- less revenue for public services
- layoffs and cutbacks for LCBO employees.

Privatization in any form is a big threat to LCBO customers and to Ontario communities. So, it's time to start asking our customers to speak up and help keep the LCBO public.

### How you can help

- Wear one of our new buttons with the slogan "It's Our LCBO - Let's Keep it Public."
- Hand out buttons and our public brochure to customers and members of the community.

Ask them contact Andy Brandt and Dalton McGuinty about keeping the LCBO public – and negotiating a fair deal for LCBO employees.

For more information, buttons and brochures, contact your local member mobilizer or the Liquor Board Employees central mobilizing office at 1-866-811-7274 or 416-448-7473.



Be informed: Support your team !

## Your bargaining team

Your bargaining team includes the following members of the Liquor Board Employees Division:

**John Coones (chair)**

**Jo Ann Fisher**

**Joe Hollyman**

**Mike Sullivan**

**Jean Chaykowsky (staff)**

**Joan Moffat was a member of the team until June 30, when she retired from the LCBO.**

**Liquor Board Employees Division  
Ontario Public Service Employees Union**

## For more information:

- contact your regional member mobilizer or the central mobilizing hotline at 1-866-811-7274, or
- visit the Liquor Board Employees section of the OPSEU website at [www.opseu.org](http://www.opseu.org)

**Ontario Public Service Employees Union  
Liquor Board Employees Division**

**[www.opseu.org](http://www.opseu.org)**

**For more information, call 1-866-811-7274**

*Authorized for distribution by John Coones, Chair, Liquor Board Employees Division*

