



# Contract offer vote information for Liquor Board employees

*Questions and answers about the upcoming vote by  
OPSEU members in the Liquor Board Employees division.*

*July 12, 2005*

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## **1. How will the vote be conducted?**

The law says the vote must be by secret ballot and that those entitled to vote must have “ample opportunity.” The law requires the time and place for voting to be “reasonably convenient.”

## **2. Who can vote?**

By law, all employees in the bargaining unit(s) represented by OPSEU Liquor Board Employees division are eligible to vote. That includes all union members and dues paying non-members. This includes employees who have not yet signed union cards. Members on Long Term Income Protection (LTIP), Worker’s Compensation, pregnancy and parental leave as well as other leaves are entitled to vote.

## **3. When is the vote?**

Voting will take place on July 18, 19, 20 and 21, 2005.

## **4. What does the Bargaining team recommend?**

The team recommends that you vote “NO” to the employer’s offer. A strong rejection vote will help build bargaining power for your team. It will show the employer that you stand behind your team to negotiate the fair contract you deserve.

## **5. Should I bring identification to vote?**

Yes. Please bring your union card, a recent LCBO pay stub, plus other photo identification.

## **6. Where will I vote?**

Each store, warehouse or office is assigned to a specific vote location. Workplaces are grouped together into a central geographic location, as much as possible. The vote will be scheduled to accommodate shift work. OPSEU Regional Offices, membership centres or other accessible locations will be used. Liquor Board employees

can get specific information about vote locations and times from your bargaining team members, Liquor Board zone reps, Liquor Board member mobilizers, OPSEU Regional Offices and the OPSEU website ([www.opseu.org](http://www.opseu.org)). You can also call the OPSEU Liquor Board Employees Mobilizing Headquarters at 1-866-811-7274 for information.

### **7. What will the ballot say?**

Each ballot will offer a clear choice. Members will be asked to vote either:

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

YES. I accept the employer's final offer.

### **8. What happens if I vote YES to the employer's offer?**

If you vote YES to the employer's offer, that means you accept the offer and agree to ratify it as your new collective agreement. The specific terms outlined in the employer's offer become your next collective agreement.

### **9. What happens if I vote NO to the employer's offer?**

If you vote NO, you reject the Employer's offer and authorize your bargaining teams to return to bargaining and, if it becomes necessary, call a strike to obtain a better offer.

### **10. If the employer's offer is rejected in a vote, does that mean there will be a strike?**

Not necessarily. A strong strike vote shows the employer that union members are determined to protect and improve their collective agreement. A strike vote is a bargaining team's most

effective tool to get the employer to change its position. History has shown us that the employer's offer has always significantly improved after the members reject the employer's offer and give the bargaining teams a strike mandate.

### **11. How will I receive information about the final offer?**

The union has prepared a full analysis of the offer in the bargaining bulletin, *Talking Contract*. The bulletin has been mailed to all members and it is available on the OPSEU web site ([www.opseu.org](http://www.opseu.org)). The employer's final offer and the union's latest proposal are also available on the website. Printed copies of both documents will be made available at the vote locations. If you have questions, please contact your bargaining team members or your zone rep. You can also call the OPSEU Liquor Board Mobilizing Headquarters at 1-866-811-7274 for information.

### **12. I work in one city, but I live outside the city. Can I vote closer to where I live?**

Members across the province must vote at the geographic location assigned to their store (or workplace). Extended vote times provide members ample opportunity to vote.

### **13. I will be on vacation at the time of the vote. Can I vote now?**

No. Under OPSEU policy, there are no advance polls. Proxy voting is not permitted.

### **14. I work in a remote location where it will not be possible attend a balloting location, or for me to attend one elsewhere. How will I vote?**

Every effort will be made to ensure that you

and your co-workers in remote locations can vote. Please contact your zone rep., your OPSEU Regional Office or the Mobilizing headquarters at 1-866-811-7274 for further information.

**15. How are votes tabulated?**

The vote is province-wide and all ballots will be counted up across the province. A majority of 50 per cent plus one is needed to either accept or reject the offer.

**16. On count day, will anyone from my zone be present to scrutineer?**

Yes. On counting day, all Zone representatives (or their designees) are entitled to attend the counting sessions at the closest OPSEU regional office as scrutineers.

**17. When will the vote results be released?**

All votes will be counted in each Regional Office on July 22, 2005. (The day following the completion of the vote). The results from across the province will be tabulated at OPSEU Head Office. They will be communicated first to the Bargaining Team, then to the Regional Offices and Zone representatives, who will ensure that the results are communicated to their members. The vote results will be posted on the OPSEU website.

**18. What happens after the vote?**

Your bargaining team will return to the bargaining table to continue to negotiate a new collective agreement. Each member will be asked to become active in strike preparation. Preparations, such as setting up a strike headquarters and selecting picket captains show the employer that we are serious about our demands for a fair contract.

**19. In the event of a strike, what is strike pay?**

Members on strike receive strike pay if they perform strike duties. During weeks one to three of a strike, members receive \$25 per day and \$4 for each dependent per day. The weekly maximum is \$125 and \$20 for dependents. After three weeks, strike pay increases to \$40 per day and a maximum of \$200 per week. OPSEU policy outlines that minimum strike duty is four hours per day.

**20. What supports are in place to assist us?**

In large scale, multi-location strikes, like the LCBO, OPSEU centrally, regionally and locally organizes support structures to ensure the bargaining team and members can achieve their goals and run an effective strike. Members in the same geographic area work together to coordinated strike activities in “area coordinating groups” or “clusters”. For details, please contact your zone representative or member mobilizer.

**21. Why should I vote?**

This is a vote about your future and your job security. Liquor Board employees want to keep the LCBO public. This is a vote for good jobs with decent hours of work. The LCBO is an extremely profitable employer. Employees deserve to be treated with dignity and fairness. With this vote, you can send a strong message to your employer that enough is enough. It’s time for respect.



**OPSEU Liquor Board Employees Division**

**Mobilizing headquarters**

**1-866-811-7274**

*(toll-free)*

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

