

2021 BARGAINING BULLETIN



Information for OPSEU/SEFPO members in the Liquor Board Employees Division – Issue #5 – May 6, 2021

Turning an employer no to a yes

Your bargaining team went to the table with a simple goal – find a way to get a deal that reflects the demands you all set through the demand-set process: more job security, less privatization, and workplaces that are healthier and safer.

So far, the employer isn't making it easy. Seems like the only word they know is "no." We're not surprised, that is just part of the rough and tumble of bargaining.

But your team isn't taking "no" for an answer. Instead, they took the responsible step of suggesting what's called "early mediation." Starting May 6, they and the employer will sit down with an experienced third-party mediator and we hope the process will produce some check marks in the yes column.

Creative moves like that are proof positive that your team is working hard. You can help the team – and yourself – by engaging with the process. Make sure OPSEU/SEFPO has your contact information. And make sure all of your co-workers have provided their contact information, too.

Sometimes the only way to move an employer off "no" is to show that you're 100 per cent united behind "yes."

In solidarity,



Warren (Smokey) Thomas
President, OPSEU/SEFPO

Eduardo (Eddy) Almeida
First Vice-President/Treasurer,
OPSEU/SEFPO

“Early mediation” begins May 6

After eight days at the bargaining table, it's clear that the employer needs some outside intervention before it begins taking seriously our vision of a better LCBO.

They have refused to engage in meaningful discussion on all but the least significant of our proposals.

And since we will not entertain any of the many concessions they're demanding – which would make even more of our jobs even less safe and secure -- something had to give.

Which is why we suggested several days of “early mediation.”

We're proud to report the employer agreed, and we have scheduled two days to start: May 6 and 7. We've also booked into the weekend – May 8 and 9 with the mediator and are fully prepared to work straight through if we're making progress.

Either party may apply for conciliation and proceed through the conciliation process should early mediation not move the parties towards a negotiated settlement.

Our strength at the table comes from your support.

So far, many of you have updated your contact information with the union. Thank you!

Once you've updated your own information, please encourage all of your co-workers to do the same. Email them this bulletin. Print this version of the bulletin and post it on your board. Or just say to them during your shift: to help you, your union needs your contact information.

As soon as we have something to report from early mediation, we'll let you all know.

Thanks and in solidarity,

Bargaining Team Chair: Colleen MacLeod, Local 5107
Bargaining Team Vice-Chair: Craig Hadley, Local 5109
Logistics Position: Jeremy Trainor, Local 378
Member at Large: Rachel Brunet, Local 4100
Member at Large: Adam Ly, Local 499

It's crucial to our strength that the rest of you do the same. There are a variety of ways to do it, and they're all fast and easy:

- Call 1-800-268-7376 or 416-443-8888 and say you're an LBED member looking to update your contact info
- Send your name, personal email address, and personal cell to lbedbargaining@opseu.org
- Update your contact info through the OPSEU/SEFPO member portal.
- Fill out this short online form, either by visiting https://www.surveymonkey.com/r/gr_code/lbedmobilizing or using this QR code



Stay informed about bargaining

Scan the QR code to stay informed about bargaining and to ask questions or submit comments. Your regional mobilizer will get in touch with you.



Your regional mobilizers

Your regional mobilizers for 2021 were elected by LBED divisional and local leaders during a virtual meeting on Oct. 24, 2020. The mobilizers are:

Region 1

Shelly Robitaille

Greg Wilson

Region 2

Shawn Swayze

Greg Scott

Region 3

Tammy Rogers

Damian Campbell

Region 4

Dianne Clarabut

Sean Spencer

Region 5

Kim Nasello

Janice Ariza

Taidgh McGuinness

Region 6

Leslie Gagnon

Judy Jones

Region 7

Rob Mithrush

Anne Makela



LCBO:
**Essentially
yours**

The logo for OPSEU SEFPO, featuring three slanted parallel lines to the left of the text "OPSEU SEFPO".

Stay up-to-date

You can stay up-to-date on the latest by frequently checking our website – <http://opseu.org/lbed> — and by following our Facebook page:

www.facebook.com/OpseuLiquorBoardEmployees



LCBO: Essentially yours



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

Authorized for distribution by:



Warren (Smokey) Thomas,
OPSEU/SEFPO President

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