

March 30, 2012



The Demand Setting Survey

Choose your Top Ten Priorities in Bargaining for a New Contract

Instructions: As you read these pages, circle the number of each bargaining issue that is so important to you that it will probably be in your top 10. When finished, transfer your top 10 to the chart at the end of the survey. You do not have to list your priorities in order. Ranking of priorities will take place by your OPSEU Local at your Local Demand Setting Meeting in September 2012.

Wages, Classification and Pay

- 1 General wage increase for all employees
- 2 Close the wage gap between Seasonal and Full Time Employees
- 3 Eliminate Fixed Term classification and use Casual employees
- 4 Increase wages for my job classification (List classification and why)
- 5 Automatic progression on pay grid based on seniority
- 6 Acting pay to be increased and applied across the bargaining unit
- 7 Other wage, classification and pay issues (*specify*)

Hours of Work, Overtime and Premium Pay

Also see casual and seasonal issues

- 8 Overtime issues and distribution (*specify needed change*)
- 9 Call In and Call Back pay (*specify needed change*)
- 10 Shift premium increases
- 11 More rules and fairness around shift schedules
- 12 Shift preference by seniority
- 13 Introduce Compressed Work Week, for example, 10 hour day, 4 days per week
- 14 Flextime – variable start and end times by employee preference
- 15 Job sharing – two employees sharing a full time job
- 16 Other hours of work, overtime and premium pay issues (*specify*)

Benefits

Also see casual and seasonal issues

- 17 Provide/Improve Basic Life Insurance, Supplementary and Dependent Life Insurance, Accidental Death and Dismemberment Insurance for all members
- 18 Provide 100% reimbursement for prescriptions
- 19 Remove \$8.00 maximum for dispensing fee
- 20 Make generic drugs optional
- 21 Pay full cost of semi-private hospital care (remove cap)
- 22 Improve/expand paramedical services
(For example, add psychological associate, Master of Social Work to present list of paramedical services)
- 23 Remove caps per visit to a paramedical service provider
- 24 Increase \$2000 yearly maximum on paramedical service providers
- 25 Improve dental recall and cleaning to 6 months from 9 months
- 26 Add orthodontics to dental plan
- 27 Add dentures to dental plan
- 28 Increase annual maximum on major restorative dentistry
- 29 Increase amount of vision care coverage including eye exam costs and laser surgery
- 30 Remove limits and maximum on hearing aids
- 31 Increase coverage for orthopaedic shoes and orthotics
- 32 Increase Attendance Credits and Bonus,
or alternatively
- 33 Introduce Short Term Disability plan
- 34 Increase income under Long Term Income Protection plan
- 35 Other benefits issues (specify)

Pensions

- 36 Improve the early retirement options
- 37 Make pension issues grievable
- 38 Add leave with pay for union trustees of the OPSEU Pension Plan
- 39 Other pension issues (specify)

Health and Safety, including Work Overload

- 40 Improve workplace ergonomics
- 41 Protect employees against workplace violence
- 42 Reduce stressors, including work overload
- 43 Set minimum staffing complement, by store/service
- 44 Improve return-to-work accommodation for sick/injured workers
- 45 Workers' compensation improvements (specify)
- 46 Other health and safety or workload issues (specify)

Job Security

Also see casual and seasonal issues

- 47 End divestment, privatization, and contracting-out of services through agency stores and other means
- 48 “Contract in” agency stores to return work to LCBO
- 49 Link full time complement levels to store revenue and increase accordingly
- 50 If jobs are moved out of the LCBO, transfer jobs with full collective agreement rights and entitlements, OPSEU Pension Plan membership, and continued union membership
- 51 Provide more notice to union of downsizing/restructuring/technological change
- 52 Improve notice of layoff to individuals
- 53 Increase pay in lieu of notice
- 54 Increase separation allowances
- 55 Improve “bumping” (eliminate barriers to full application of seniority)
- 56 Improve access to vacancies (redeployment)
- 57 Improve recall language
- 58 Improve relocation rights
- 59 Improve retraining for surplus employees
- 60 Improve enhanced severance pay
- 61 Improve termination pay
- 62 Allow deferral of surplus notice for those close to retirement
- 63 Other job security issues (specify)

Job Postings, Training, Transfers, and Bargaining Unit Work

- 64 Posting and filling of vacancies, new positions (specify)
- 65 Temporary assignment issues (specify)
- 66 Training and development on employer time
- 67 Create rules for transfers
- 68 Retain seniority on transfer
- 69 Allow lateral transfers where employees request
- 70 Permit job trading
- 71 End use of temporary agency workers for bargaining unit work
- 72 Stop supervisors from performing bargaining unit work
- 73 Other related issues (specify)

Permanent Part Time Issues

- 74 Increase employer share of benefit costs
- 75 Provide access to special and compassionate leaves
- 76 Pro-rate pension to total hours worked
- 77 Other permanent part-time issues (specify)

Casual Issues

- 78 Improve PVR / conversion of Casual employees to FT or Permanent Part Time status
- 79 Provide more safeguards to prevent loss of hours
- 80 Provide longer shifts and fewer days per week
- 81 Allow casuals access to extra shifts at peak times
- 82 Increase call in minimum from 3 to 4 hours
- 83 Allow part-time casuals to progress on wage grid automatically
- 84 Allow all casuals access to the top step on the grid
- 85 Improve access to full benefits
or alternatively,
- 86 Increase pay in lieu of benefits and holidays
- 87 Provide equivalent vacation entitlements as for permanent employees,
or alternatively,
- 88 Improve vacation pay
- 89 Provide safety footwear when required by Health and Safety Committee
- 90 Provide access to court witness leave
- 91 Other issues for casual employees (specify)

Seasonal Issues

- 92 Improve PVR / conversion of Seasonal employees to FT or PPT status
- 93 Prevent loss of seasonal status
- 94 Provide more safeguards to prevent loss of hours
- 95 Introduce Compressed Work Week, for example, 10 hour day, 4 days per week
- 96 Improve pay in lieu of vacation
- 97 Provide vacation entitlement sooner
- 98 Allow access to summer vacation by seniority
- 99 Improve pay in lieu of benefits and holidays
- 100 Improve access to benefits
- 101 Add language on shift schedules and call back
- 102 Other issues for seasonal employees (specify)

Time off: Vacation, Holidays, and Leaves

- 103 Improve vacation entitlements
- 104 Increase number of paid holidays
- 105 Improve holiday pay
- 106 Provide choice of lieu day off for holidays
- 107 Increase paid leave for union activities
- 108 Expand union leave options
- 109 Add paid educational leave for union stewards, activists
- 110 Extend parental leave top-up to cover full period of EI benefits
- 111 Add 10 emergency leave days as per the *Employment Standards Act*, but with pay
- 112 Provide compassionate care/family medical leave top-up to cover full period of EI benefits
- 113 Improve bereavement leave
- 114 Improve special and compassionate leaves
- 115 Other vacation, holidays, and leave issues (specify)

Expenses, Uniforms

- 116 Meal allowance on overtime
- 117 Increase kilometric rates
- 118 Improve uniform entitlements and special allowances (specify)
- 119 Increase safety footwear allowance
- 120 Other expense issues (specify)

Basic Fairness

- 121 No discrimination/employment equity
- 122 Grievance procedure issues (please specify)
- 123 Right to grieve improper classification
- 124 Provide disciplinary free record after 18 months
- 125 Cash shortages to be covered by the employer
- 126 Personal vehicles insured by employer if used for work
- 127 No discipline for refusing to cross a picket line
- 128 Other basic fairness issues (specify)

Your Bargaining Priorities:

Complete the “Top Ten” form at the end of this survey and give it back to your OPSEU Steward or Local Executive Committee (LEC) Member. If you have any questions please ask the LBED member who gave you this survey.

REMINDER:

- Members must submit their completed Surveys to their Local Steward/LEC member NO LATER than May 4th.
- Locals must collate and submit the package of their members’ Surveys to OPSEU Head Office NO LATER than May 14th.

Instructions:

Review the issues that you’ve circled as being among the most important. Now transfer your top 10 issues to the chart here by survey number and provide any further detail on that page or in the comments section provided following the chart.

Please record the number and the name of each issue as we have listed them on the previous pages. Forms that do not use the number system will not be processed by your local and reported to the Pre-Bargaining Conference on June 02, 2012.

You do not have to list your priorities in order. Ranking of priorities will take place at your local demand setting meeting in **September, 2012**.

**OPSEU Liquor Board Employees Division (LBED)
2012 Bargaining Survey "Top Ten" Response Form**

When done, tear off this sheet and give it to your Local Steward/LEC member.

Please complete the following:

Name (optional) _____ OPSEU Local _____

Job Classification _____ Employee Type _____
(e.g. Customer Service Rep., Warehouse Worker, Systems Officer, etc.) (e.g. Permanent Full Time, Casual, Seasonal. etc.)

LCBO Work Location or Store No. _____

LIST YOUR TOP TEN ISSUES HERE:

Issue Number	Name of Issue and Description, if needed:

