

For the Union		For the Employer	
Denise Davis: Chair Colleen MacLeod: Secretary/ Treasurer Susan Lusty: Benefits and Pension Committee Chair Rick Woodall: Anti Privatization Committee Chair Felicia Fahey: Education and Communications Committee Chair Rob Field, OPSEU Senior Negotiator		Lauri Green, Manager Employee Relations John Wilkinson, District Manager Patti Davis, District Manager Pam LeMaistre, Regional HR Manager Charles Edison, Acting GM, Durham	
Absent: Tracy Vyfschaft: Vice-Chair			
1	Adoption of Agenda		
Response	Four items were added to the agenda. Adopted as amended		
2	Previous Minutes		
Discussion	February 2011 and April 2011 minutes pending review.		

Outstanding Items from Last Meeting

3	French Language Services		
Discussion	A meeting was held between the parties on Aug 18/11. The Union was given a list of stores designated FLS throughout the province.		
Response	Future meetings will be arranged for further sharing of information.		
4	Union time off Decentralization		
Discussion	Open project ongoing.		
5	Collective Agreement Release		
Discussion	The official version of the Collective Agreement cannot be printed until all of the ratification date grievances have been resolved.		
Employer	Matter has been resolved at Arbitration with a ratification date of Aug 28, 2009. Still pending salary schedule. The Employer will forward to the Union as soon as available.		
Union			
Response	Open project ongoing.		
6	Product Knowledge Tests		
Discussion	The Union stated that it has been past practice to allow 8 hour study time for all test levels.		
Employer			
Union	The Union provided a copy of a March 11, 2008 Product Knowledge notice letter issued to an employee.		
Response	Continues to be under review. The Employer will follow up and respond.		
7	Orientation and Pensions		
Discussion	The Union is requesting an opportunity to meet new employees.		
Employer	The Employer advised the issue has been raised but adequate time is not available as the day is filled with training.		
Union	The Union spoke of respect between the parties and would like the opportunity to meet members for orientation and provide a brief presentation. A pilot project with 10-15 minutes to meet new members during the orientation was proposed.		

Response	The Union will provide a package for review. The Employer will review its content and provide feedback.
8	Safety Blitz Week
Discussion	The Union stated there is not enough scheduled time to roll out education program
Response	Closed
9	WSIB /Accommodation/ Return to Work Meeting
Discussion	The Union would like stewards involved in the WSIB/Accommodation/Return to Work Meetings.
Response	Accommodation issues are being addressed at a smaller group meeting with the Manager, Corporate Health Services and an OPSEU Benefits Representative. Closed
10	Short Staffing Levels and Budgets
Discussion	Concerns on the lack of staff working in the stores.
Employer	The Employer referred back to the presentation given by John Wilkinson which indicate the number of hours worked by casual employees has increased.
Union	The Union would like a copy of the presentation for review.
Response	The Employer will resend the Retail presentation given at the February meeting.
11	United Way Pledge Forms
Discussion	Personal information is contained on the pledge forms.
Response	The Employer advised that a sealable envelope will be provided to return forms to ensure confidentiality. The forms can then be returned in the pre-addressed envelope.
12	Warehouse December Holidays
Discussion	Employees at the Durham Warehouse can apply for vacation in December. Is this the practice in the other warehouses?
Employer	The Employer stated each request will be considered based on operational requirements.
Union	
Response	The Employer will investigate and respond.
13	Access to Drinking Water
Discussion	Retail employees would like to have drinking water at the cash stations.
Employer	An SO circular will be released to announce policy for drinking water at cash stations.
Union	The Union requested a copy of the circular sent to employees.
14	Customer Reusable Shopping Bags
Discussion	Some reusable shopping bags are not clean.
Employer	Gloves will be available to order through Corporate Safety Services. Communication will be issued to stores.
Union	The Union requested a copy of circular as many members have not seen it.
Employer	The Employer will follow up with Retail Customer Service to ensure this was communicated.
15	Letter of Agreement upon Full-Time Promotion from Casual
Discussion	Eligibility for transfer within the District
Employer	

Union	Union presented a letter regarding full time employment which states that employees appointed to permanent full time positions are not able to apply for transfer for three years. The Union requested clarification as members feel this prohibits them from requesting a transfer within their district.
Response	The Employer advised that at this time more discussion is needed. They will consult with the Human Resources team and respond.
16	Union time off invoices
Discussion	The employer continues to raise concerns regarding delays in paying the time off invoices.
Union	The Union will investigate with the OPSEU Accounting department for payment of the outstanding balances.
Response	Ongoing
17	December time off in all workplaces
Discussion	Vacation requests in the month of December
Response	Closed
18	Casual staff and Seniority date
Discussion	Discussion around assignment of casual seniority dates.
Response	The Employer advised this issue has been grieved and will no longer be able to be discussed. Closed.
19	Union time off requests
Discussion	The Employer raised concerns regarding last minute time off requests.
Response	Closed

New Business

1	Designated area in worksites for job postings
Discussion	Concern regarding members not seeing the job postings in the workplace.
Employer	The Employer stated that 417 people applied in August for 25 positions. The concern will be addressed at the next regional Human Resources meeting.
Union	The Union suggested a tracking system that could ensure postings were distributed. The Union also inquired whether job postings could be put online for members to access from home through a password secured site.
Response	The Employer will review with the Information Technology (IT) department to see if possible.
2	Uniform ordering website down for maintenance
Discussion	Members are inquiring into when they can order shirts.
Employer	The Employer advised they are in the process of contracting a new vendor. In urgent situations members are to contact customer service with their request and each request will be handled according to urgency.
Union	The Union asked if the Employer has an estimated time frame as to when the website would be operational
Response	The Employer will investigate and respond.
3	Canadian made and Union made items when possible

Discussion	When purchasing items for employees the Union asked the Employer to consider supporting local businesses and union made items. The Union referred to a letter that was sent from OPSEU President Smokey Thomas to Bob Peter with respect to employees work shirts.
Union	The Union questioned whether a vendor had been selected?
Response	The Union will forward copies of all letters and the Employer will follow up and respond.
4	Water Bottles
Discussion	Concerns have been raised regarding the recycling codes on the bottom of the reusable water bottles the Employer distributed.
Employer	The Employer asked for examples to be sent for further clarification.
Union	The Union will provide examples.
Response	Closed and referred to the Provincial Safety Committee.
5	Challenge and Refusal Statistics
Discussion	The Union requested the LCBO share the Challenge and Refusal statistics (2009-2011) and if these statistics could be broken into categories for review.
Response	The Employer will investigate and respond.
6	NOIDS/Change in format
Discussion	NOIDS have been amended for clarity.
Employer	The Employer advised instead of requesting a response within 3 calendar days. The notice will now request a response by a specific date.
7	Store Decals
Discussion	Employer review of all entrance way decals.
Employer	The Employer advised they were streamlining the decals on all entrance ways. The OPSEU decal will be removed along with many others.
Union	The Union has concerns with list of decals being removed. Specifically the OPSEU decal and decals informing the public regarding LCBO policies. How will members enforce policies such as no dog or no rollerblading without identifying decals?

Next meeting Nov 3, 2011 at OPSEU Head Office, 100 Lesmill – 10:00 a.m.