

PLMC Resolved items as of October 1st, 2013.

DATE OF MEETING	ITEM #	ISSUE	ACTION DESCRIPTION	STATUS
Nov 3, 2011	6	Safety Blitz Week - The Union stated there is not enough scheduled time to roll out education program.		<u>NOV 3, 2011</u> CLOSED
Nov 3, 2011	9	Access to Drinking Water - Retail workers would like to have drinking water at the cash stations.	Will release circular to announce policy for drinking water at cash stations. The Union requested a copy of the circular sent to employees.	<u>NOV 3, 2011</u> CLOSED
Nov 3, 2011	10	Customer Reusable Shopping Bags - Some reusable shopping bags are not clean.	Gloves will be available to order through Corporate Safety Services. Communication will be issued to stores. The Union requested a copy of circular as many members have not seen it. The Employer will follow up with Retail Customer Service to ensure this was communicated. Circular was issued Sept 23, 2011 and copied to the Union. Employees should speak to their manager to have gloves ordered for this purpose.	<u>NOV 3, 2011</u> CLOSED
Nov 3, 2011	13	Designated area in worksites for job postings - Concern regarding members not seeing the job postings in the workplace.	The Employer stated that 417 people applied in August for 25 positions. The concern will be addressed at the next regional Human Resources meeting. 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. No capacity to have online postings at this time. The Employer referenced a circular emailed to all stores November 3rd, 2011 from Senior Management suggesting a designated spot for job postings as a best practice.	<u>NOV 3, 2011</u> CLOSED

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Nov 3, 2011	16	Water Bottles - Concerns have been raised regarding the recycling codes on the bottom of the reusable water bottles the Employer distributed.	The Employer asked for examples to be sent for further clarification. The Union provided examples to the employer for follow up. A circular was sent to worksites stating members can use their own bottles if they have a concern provided they are clear and able to be resealed.	<u>NOV 3, 2011</u> CLOSED
Nov 3, 2011	18	NOIDS/Amended format - Additional information added to NOIDS for clarity.	The Employer advised they will no longer be requesting a response within 3 calendar days. The notice will now request a response by a specific date.	<u>NOV 3, 2011</u> CLOSED
Nov 3, 2011	8	Warehouse December Holidays - Employees at the Durham Warehouse can apply for vacation in December. Is this the practice in the other warehouses?	The Employer stated each request will be considered based on operational requirements. <u>MARCH 6, 2012</u> A notice was sent to all Logistics facilities at the end of November 2011.	<u>MARCH 6, 2012</u> CLOSED
Nov 3, 2011	15	Canadian made and Union made items when possible	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. The Union questioned whether a vendor had been selected? <u>MARCH 6, 2012</u> Forsyth was awarded the tender and will be continuing to manufacture LCBO work attire.	The Employer will follow up and respond at the next meeting. <u>MARCH 6, 2012</u> CLOSED
Nov 3, 2011	17	Challenge and Refusal Statistics	The Union requested the LCBO share the Challenge and Refusal statistics (2009-2011) and if these statistics could be broken into categories for review. <u>MARCH 6, 2012</u> Statistics were presented to the union at this meeting during	<u>MARCH 6, 2012</u> CLOSED

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			the Retail presentation.	
Nov 3, 2011	20	New SPLAN pilot project - Questions arose from the new online SPLAN that is being piloted in certain areas.	<p>Rafik Louli, Regional Director provided a presentation to the Union.</p> <p>The Union questioned whether the DM or RD be monitoring to make sure scheduling is done according to the CA?</p> <p>The Employer advised no internal auditing will be done. CA adherence was part of the roll out. This new method is intended to address scheduling and make it user friendly.</p>	<u>MARCH 6, 2012</u> CLOSED
Nov 3, 2011	22	Bargaining Unit Work	<p>The Union has questions regarding Bargaining Unit Work.</p> <p><u>MARCH 6, 2012</u> The Union expressed concern as this practice is prevalent across the province. Local Presidents should contact their District Manager then the Regional Director directly or through the Regional Labour Management table.</p> <p>The Employer noted that specific locations must be identified and further detail is necessary in order to investigate.</p>	<p>The Employer advised this issue has been grieved and will no longer be discussed at the PLMC.</p> <p><u>MARCH 6, 2012</u> CLOSED</p>
Nov 3, 2011	24	LCBO Exchange article Sect-Oct 2011 (Tracking career criminals)	<p>The Union has concerns with contradictory statements made in the most recent Exchange.</p> <p>The Employer will investigate and respond.</p> <p><u>MARCH 6, 2012</u> Clarification was published in the Exchange dated Nov-Dec 2011.</p>	<u>MARCH 6, 2012</u> CLOSED
Nov 3, 2011	2	Union Time Off Decentralization - Both parties are interested in decentralizing the union time off Province Wide, however, it is low in	Provincial wide rollout is complete.	<u>JUNE 20, 2012</u> CLOSED

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		the priority list and will be addressed as soon as possible.		
Nov 3, 2011	3	2009 Collective Agreement Release - The official version of the Collective Agreement cannot be printed until all of the ratification date grievances have been resolved.	<p>Matter has been resolved at Arbitration with a ratification date of Aug 28, 2009. Pending salary schedule. The Employer will forward to the Union as soon as available.</p> <p><u>MARCH 6, 2012</u> The Employer advised the CA will be printed and ready for distribution by March 16th, 2012. The Union has concerns regarding distribution and ensuring each member has a copy handed to them.</p> <p><u>JUNE 20, 2012</u> All copies have been distributed province wide to all employees and management.</p>	<p>Open project ongoing.</p> <p><u>MARCH 6, 2012</u> Estimated date of mailbag delivery is March 26th, 2012</p> <p><u>JUNE 20, 2012</u> CLOSED</p>
Nov 3, 2011	4	Product Knowledge Tests - The Union stated that it has been past practice to allow 8 hour study time for all test levels.	<p>The Union provided a copy of March 11, 2008 Product Knowledge notice letter.</p> <p><u>MARCH 6, 2012:</u> The Employer stated the policy of providing payment for eight (8) hours study time during regularly scheduled hours for PK 1 and Service Knowledge. Understanding this is not consistent across the province.</p> <p>The Union questioned whether members will have time to study at home or will they be given the opportunity to study at work on work time?</p> <p>The Union inquired as to what is considered successful completion and what procedures are taken when employees do not pass?</p>	<p>Under review. The Employer will follow up and respond.</p> <p><u>MARCH 6, 2012:</u> Starting April 1, 2012 The Employer will provide four (4) hours payable upon successful completion of each level. PK1-3 & Service Knowledge.</p> <p>The Employer will review and advise with respect to study time.</p> <p>A pass is considered 60%. When employees do not pass it is customary for the manager to ask if assistance is needed and often a product consultant will assist in mentoring. Employees are required to continue to try</p>

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			<p><u>JUNE 20, 2012</u> Since our last meeting two circulars have been distributed to all staff. Circular No. SO-3419 dated March 30, 2012 and Circular No. 3420 dated April 5, 2012.</p>	<p>until they pass.</p> <p><u>JUNE 20, 2012</u> CLOSED</p>
March 6, 2012	27	Safety Training Rollouts	<p>The Union expressed concern with consistency and questioned the procedure for rollouts.</p> <p>The Employer stated that managers are encouraged to hold huddles with staff.</p> <p><u>JUNE 20, 2012</u> This item has been referred to the Provincial Health and Safety Committee for discussion and resolution.</p>	<p>Employer will review adding a statement that if employees have any questions they should see their manager.</p> <p><u>JUNE 20, 2012</u> CLOSED</p>
March 6, 2012	28	Overtime vs. Lieu time -	<p>The Union has concerns as members are confused with respect to Lieu time. There is a practice in some locations where members are getting time off in lieu of overtime pay.</p> <p>Management does not approve of time off in lieu of overtime pay. All overtime shall be paid according to Article 6.6 (a) in the Collective Agreement.</p>	<p><u>JUNE 20, 2012</u> CLOSED</p>
March 6, 2012	29	Prep time for PC's attending seminars -	<p>PC's are not being compensated for preparation time and travel time</p> <p>The Employer stated a grievance has been filed and no longer will be discussed at this table.</p>	<p><u>JUNE 20, 2012</u> CLOSED</p>
Nov 3, 2011	11	Letter of Agreement upon Full Time Promotion from Casual - Eligibility for transfer within the District.	<p><u>Item A:</u> Union presented a letter regarding fulltime 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.</p>	<p><u>Item A:</u> The Employer clarified that letters will be amended to reflect the current practice of allowing employees to request district transfers.</p>

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			<p><u>MARCH 6, 2012</u> The Union asked if letters have been clarified?</p> <p><u>JUNE 20, 2012</u> Letters have been amended to include additional information</p> <p><u>Item B:</u> The Union stated that permanent full time members are being misinformed that they can automatically transfer after three (3) years of service. Employees need clarification regarding when they can apply for a transfer outside of their GEO. One instance is for compassionate reasons and the second is when a job is posted.</p> <p><u>MARCH 6, 2012:</u> There is a need to clarify to members what the process is when accepting promotions to a different LCBO region. Some members believe they can automatically transfer back to their pre-promotion location after three (3) years.</p> <p><u>JUNE 20, 2012</u> Letters have been amended to include additional information.</p> <p><u>SEPT 20, 2012</u> Copies were forwarded to Union</p>	<p><u>MARCH 6, 2012</u> The Employer will investigate and respond.</p> <p><u>JUNE 20, 2012</u> Copies will be provided to the Union</p> <p><u>Item B:</u> The Employer will review and respond.</p> <p><u>MARCH 6, 2012:</u> When management provides a job offer they will verbally go over the requirements and explain transfer requests clearly.</p> <p><u>JUNE 20, 2012</u> Copies will be provided to the Union</p> <p><u>SEPT 20, 2012</u> CLOSED</p>
Nov 3, 2011	12	Union Time Off Invoices	<p>The employer continues to raise concerns regarding delays in paying the time off invoices.</p> <p>The Union continues to investigate with the OPSEU Accounting department for payment of the outstanding balances.</p> <p><u>MARCH 6, 2012:</u> The Union requested a separate meeting to be held for further</p>	<p>Ongoing</p> <p><u>MARCH 6, 2012:</u> A separate meeting will be</p>

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			<p>discussions.</p> <p><u>JUNE 20, 2012</u> The Union still expressed interest in a separate meeting to discuss outstanding issues.</p> <p><u>SEPT 20, 2012</u> The parties are continuing their efforts to resolve outstanding invoicing discrepancies.</p>	<p>arranged.</p> <p><u>JUNE 20, 2012</u> The Employer will review and respond.</p> <p><u>SEPT 20, 2012</u> CLOSED</p>
Nov 3, 2011	21	Sharing of job posting announcements	<p>The Union requested that all job posting announcements be shared with the Provincial Labour Management Team.</p> <p><u>MARCH 6, 2012</u> The Employer noted that Vacancies are posted the first Monday of every month or if a paid holiday falls on the Monday they are posted on the Tuesday. Announcements are sent the last Friday of every month.</p> <p>All vacancies are posted monthly with the exception of the following (they can be posted at other times at the region's request):</p> <p>Product Consultant - January, May & September A/B Store Manager - March, June & October</p> <p><u>JUNE 20, 2012</u> A letter was sent to all staff from Bob Clevely suggesting all postings and announcements are located in one designated space as a best practice.</p> <p><u>SEPT 20, 2012</u> Copies were provided to the Union.</p>	<p>The Employer will investigate and respond.</p> <p><u>MARCH 6, 2012</u> The Union will review</p> <p><u>JUNE 20, 2012</u> A copy of letter will be provided to the Union for review.</p> <p><u>SEPT 20, 2012</u> CLOSED</p>
Nov 3, 2011	26	WSET for Product Consultants	<p>The Union stated that Product Consultants are being held back from reaching the last step of their pay grid and this should not be happening. The WSET advanced certificate</p>	<p>Employer will review and respond.</p>

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			<p>does not have to be completed in order for Product Consultants to reach the maximum of pay grade. The Note on the Performance appraisal needs to be removed.</p> <p><u>MARCH 6, 2012</u> The Employer confirmed that WSET is not required for PC's to attain the last step in the wage grid.</p> <p><u>JUNE 20, 2012</u> A copy of the first page of the updated PC appraisal was provided.</p> <p><u>SEPT 20, 2012</u> The Union is satisfied with the revised appraisal.</p>	<p><u>MARCH 6, 2012</u> The Union requested a copy of the revised PC appraisal.</p> <p><u>JUNE 20, 2012</u> The Union will review and respond.</p> <p><u>SEPT 20, 2012</u> CLOSED</p>
June 20, 2012	32	Employee pictures for publicity shoots	<p>Members in Head Office have expressed concern that they are required to attend video/photo shoots for publicity.</p> <p><u>SEPT 20, 2012</u> The Union was advised photos are taken throughout the workplace at times. Corporate communication asks permission from employees and also requests consent to use a photo. This process is voluntary and members are not required to participate or have their photo taken.</p>	<p>The Employer will investigate and respond.</p> <p><u>SEPT 20, 2012</u> CLOSED</p>
Nov 3, 2011	7	Staffing Levels and Budgets	<p>John Wilkinson provided a presentation which indicated the number of hours worked by casual employees has increased.</p> <p>The Union would like a copy of the presentation to review and respond.</p> <p><u>MARCH 6, 2012</u> The Union expressed the following member frustrations: Perceptions regarding low staffing levels, lack of replacement hours, complaints from customers regarding the appearance of the stores, a need for support and inability to provide excellent customer service.</p> <p>The Union provided some examples reported by members</p>	<p>The Employer will send most recent presentation.</p> <p><u>MARCH 6, 2012</u> The Employer will share concerns with Bob Clevely and the Regional Directors.</p> <p>The Union requested feedback when available.</p>

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			<p>from various areas of the province such as; workload, minimal staff on loads, members being injured due to overwork, three (3) hour shifts and members perception to news articles boasting record sales over the 2011 Holiday season.</p> <p>The Employer stated Salaries and Budgets have increased. Mystery shop results say our stores look decent. Managers follow scheduling practices and balance that with Health and Safety. Statistically, total hours and salaries have increased across the province. Management continues to be efficient and use business based scheduling.</p> <p>The Union asked why casuals are not asked to stay for longer shifts when a FT member calls in.</p> <p>The Employer stated an assessment is done the day of the sick call to determine the operational requirements of the store and appropriate staffing requirements. The Union reported similar staffing issues in logistics facilities and provided examples.</p> <p><u>JUNE 20, 2012</u> The Union spoke of members' frustration and perception that they are not getting the help they need in the workplace. Further concerns by the Union expressed include perception that short staffing is causing injuries and strain, members in logistics are under pressure to work harder when areas are short staffed, and accommodations are repeatedly not being backfilled.</p> <p>The Union reports that members also believe that stores have not hired enough fixed term employees to cover vacation leave for PFT and Casuals, a reported drop in morale among members and how morale affects customer service.</p>	<p><u>JUNE 20, 2012</u></p>

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			<p><u>SEPT 20, 2012</u> The Employer has confirmed that with additional PFT in worksites the schedules have been adjusted and some stores have not had to hire as many fixed term employees. The LCBO has continued to hire where other companies are laying off employees.</p>	<p><u>SEPT 20, 2012</u> The parties agree to disagree CLOSED</p>
Sept 20, 2012	41	Product Knowledge and Service Knowledge update	<p>The Employer confirmed the practice of four (4) hours paid once employees successfully complete the test. Employees write the test during a scheduled shift. In the past the employees' anniversary dates were changed if they didn't write the test on time. The Employer stated this practice will discontinue but the current practice of withholding merit increases will continue. Merit increases will not begin until the first of the month after they have successfully completed the test, subject to all other conditions for receiving an increase. This practice will be effective April 1, 2012 and is not retroactive. Store managers and employees have the responsibility to meet these timelines to avoid delays in merit increases. LCBO Circular #3419 & #3420</p> <p><u>NOV 8, 2012</u> The Employer to review appointment letter for clarity. The Union concerned members fall through the cracks with transfers.</p>	<p>Communication addressing this issue has been sent to managers.</p> <p><u>NOV 8, 2012</u> The Union will review when available. CLOSED</p>
Nov 3, 2011	14	Uniform ordering website down for maintenance - Members are inquiring into when they can order shirts.	<p>The Employer advised they are in the process of contracting a new vendor. In urgent situations members are to request their manager email customer service with the request and each request will be handled according to urgency.</p> <p>The Union asked if the Employer has an estimated time frame as to when the website would be operational. The Union has concerns that the email address provided does not generate a response. The Union also stated that members do not always order their full allotment of shirts and were wondering if that would be carried forward with the new</p>	<p>The Employer will investigate and respond regarding general distribution and whether the website is up and running.</p>

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			<p>vendor?</p> <p><u>MARCH 6, 2012</u> Julie Glover, Manager, Customer Service provided a presentation and examples of the new uniforms to the Union.</p> <p><u>JUNE 20, 2012</u> Concerns were discussed in regards to the lack of elastic in the woman's crossover ties and that the men's ties are too tight and cause difficulty breathing when at work.</p> <p><u>SEPT 20, 2012</u> Members have forwarded to the union various issues regarding the new uniform.</p>	<p><u>MARCH 6, 2012</u> The Union was advised if employees have not ordered their full allotment from the previous year that amount will be added to their current allotment.</p> <p><u>JUNE 20, 2012</u> The Employer will review and respond.</p> <p><u>SEPT 20, 2012</u> The Employer will forward concerns regarding Employee Apparel to Julie Glover, Manager, Customer Service.</p> <p><u>NOV 8, 2012</u> CLOSED</p>
June 20, 2012	36	Time to accept job offer	<p>The Union perceives there are inconsistencies applied to the time allotted to accept job offers. Some members get 2 hours, 3 days or one week in some cases to accept the job.</p> <p><u>SEPT 20, 2012</u> The Employer stated it is the employee's responsibility to know where they are applying. The posting states "If you are applying for a position requiring relocation, it is strongly suggested that you discuss this possibility with your family or other individuals in advance of the posting closing date, so that, if you are offered a position, you will be provided a</p>	<p>In some instances members need more time as they are moving from one location to another. Employees are often given more time if they want to check the travel requirements.</p> <p><u>SEPT 20, 2012</u> The Employer noted that the process for posting and applying was communicated following the last round of bargaining.</p> <p>CLOSED</p>

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			maximum of two (2) hours to accept the position". The Union takes issue with the fact if you refuse your first choice you are no longer offered any of your further choices.	
Sept 20, 2012	42	PLMC Minutes and edits	<p>The parties discussed concerns reconciling previous minutes. The Employer suggested meeting in a smaller group to discuss issues surrounding language and how to make edits more effective.</p> <p><u>OCT 30, 2012</u> The parties met and suggested methods to streamline reconciliation of the minutes</p>	<p>The Union will review and respond.</p> <p><u>OCT 30, 2012</u> CLOSED</p>
Nov 3, 2011	19	Store Decals - Employer review of all entrance way decals.	<p>The Employer advised they were streamlining the decals on all entrance ways. The doors have become unsightly and cluttered. The OPSEU decal will be removed along with many others.</p> <p>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? The Union inquired whether the LBED decal could be relocated.</p> <p><u>MARCH 6, 2012</u> The Union continues to express concern over removal of the OPSEU decal.</p> <p><u>JUNE 20, 2012</u> Parties met on May 23 to investigate options.</p> <p><u>SEPT 20, 2012</u> The Union was provided an example of where the union decal will be included.</p>	<p>The Employer will review and respond.</p> <p><u>MARCH 6, 2012</u> The parties will meet in a smaller group to discuss alternatives to the OPSEU decal.</p> <p><u>JUNE 20, 2012</u> Parties continue to review and look at acceptable options.</p> <p><u>SEPT 20, 2012</u> The Union inquired as to whether the LBED logo could be enlarged as it currently is quite</p>

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			<p><u>OCT 30, 2012</u> A separate meeting was held to discuss edits to PLMC minutes (Item 42), Decals (Item 19) and Orientation (Item 5).</p> <p><u>NOV 8, 2012</u> December 1, 2012 is the estimated date for installation/rollout.</p>	<p>small.</p> <p><u>OCT 30, 2012</u> A full size Hours of Operation decal was shown to the Union to illustrate the actual size to be installed.</p> <p><u>NOV 8, 2012</u> CLOSED</p>
Nov 3, 2011	5	Orientation - The Union is requesting an opportunity to meet new employees.	<p>The Employer advised adequate time is not available as the day is filled with training.</p> <p>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 orientation was proposed.</p> <p><u>MARCH 6, 2012</u> The Union asked if Senior Management has provided a response regarding the package provided.</p> <p><u>JUNE 20, 2012</u> The Union has been made aware that orientation for new employees is now two days. With the additional day the Union questioned whether time could be allotted to meet new</p>	<p>The Employer will revisit at next Regional Directors meeting in November. The Union will provide a package for review.</p> <p><u>MARCH 6, 2012</u> The Employer will forward when an answer has been provided.</p> <p>The Union perceives a lack of cooperation. It is felt there isn't any harm in experimenting with a pilot project, including the union representatives' shows partnership and this initiative already works in some locals.</p> <p><u>JUNE 20, 2012</u> The days are filled with training and time is not available for the Union to meet with employees.</p>

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			<p>members? The Union provided a package for review and is concerned this issue cannot be resolved. A copy of the orientation agenda was requested by the Union.</p> <p><u>SEPT 20, 2012</u> A copy of the orientation agenda was requested by the Union.</p> <p><u>OCT 30, 2012</u> A separate meeting was held to discuss edits to PLMC minutes (Item 42), Decals (Item 19) and Orientation (Item 5).</p> <p><u>NOV 8, 2012</u> The Employer provided the Union with a copy of the LCBO orientation agenda. The Union stated it would be helpful for dates, location and list of attendees to prepare packages.</p> <p><u>OCT 1, 2013</u> Achieved in Bargaining 2013</p>	<p>The current agenda is full.</p> <p><u>SEPT 20, 2012</u> Employer will provide orientation agenda when available.</p> <p><u>OCT 30, 2012</u> The employer has offered to distribute the package of materials to members at the orientation.</p> <p><u>NOV 8, 2012</u> The Employer suggested the kits could be sent to the LCBO Regional offices for distribution.</p> <p><u>OCT 1, 2013</u> CLOSED</p>
June 20, 2012	33	Vacation requests and posting approved requests in the workplace	<p>The Union stated there appears to be some inconsistency regarding the vacation request process and the posting of the employee vacation planner after vacation requests have been approved.</p> <p>The Union stated there were inconsistent practices across the province and the Union questioned what is the actual process and practice throughout the province.</p> <p><u>SEPT 20, 2012</u> The Union identified areas of the province where the vacation planner stays posted throughout the year. After all vacations have been approved this planner should stay visible so members can see what might still be available. The Union questioned why a consistent practice was not used.</p>	<p>The Employer will review practices and respond.</p> <p><u>SEPT 20, 2012</u> The Employer noted concerns identified and will investigate and respond.</p>

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			<p><u>NOV 8, 2012</u> The Employer is working on a 'best practice' information sheet to share.</p> <p><u>OCT 1, 2013</u> The parties dealt with this issue during Bargaining 2013. Planners are to be posted year round for reference purposes. The Employer will send a reminder to ensure all planners are posted.</p>	<p><u>NOV 8, 2012</u> The Union will review and respond when available.</p> <p><u>OCT 1, 2013</u> CLOSED</p>
June 20, 2012	35	Kiosk where logistics members can access the LCBO portal	<p>The most recent logistics newsletter indicated a specific logistics portal for members to receive information. Majority of members have no access to the LCBO portal for information.</p> <p><u>SEPT 20, 2012</u> The Employer stated it was not possible to add computers. Security and logistics were reasons identified as concerns. The Union will propose options. The Employer advised if options were presented, they would be carried forward.</p> <p><u>NOV 8, 2012</u> The Union will provide a floor plan to suggest how, where and forward to Logistics Senior Management.</p> <p><u>OCT 1, 2013</u> Currently there is construction at the Durham facility so the plan made is now obsolete. The Union will work on a new floor plan when construction is complete.</p>	<p><u>SEPT 20, 2012</u> The Employer will review options brought forward by the Union with senior management and respond.</p> <p><u>NOV 8, 2012</u> The Union will review and respond.</p> <p><u>OCT 1, 2013</u> The Employer advised that computer stations will not be provided in the warehouse. CLOSED</p>
Sept 20, 2012	40	Product Consultants preparation/travel time	<p>The Union requested this be added to the agenda as the grievance filed was settled. The Employer noted subsequent grievances have been filed and, therefore, this issue is not subject to discussion in accordance with the terms of the Collective Agreement. The Union will investigate the subsequent grievance. The Union requested a copy of the LCBO Special Events manual.</p>	<p>The Union will investigate the grievance filed. The Employer will review and respond.</p> <p>(The Employer provided the Manual to the Union.)</p>

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			<p><u>NOV 8, 2012</u> The Union inquired as to how many Special Events coordinators are currently employed.</p> <p><u>OCT 1, 2013</u> Currently there are five (5) Special Events Coordinators across the province.</p>	<p><u>NOV 8, 2012</u> The Employer will investigate and respond.</p> <p><u>OCT 1, 2013</u> The Employer stated this issue is being grieved therefore no further discussions will be had at this time. CLOSED</p>
Sept 20, 2012	45	Scheduling and local conditions	<p>The Union is concerned management is using local conditions in order to schedule outside recognized hours of work (Article 6).</p> <p>The Employer noted grievances have been filed and, therefore, this issue is not subject to discussion in accordance with the terms of the Collective Agreement. The Employer referenced a previous arbitration decision regarding local conditions.</p> <p><u>NOV 8, 2012</u> The Employer will forward additional information to the Union for clarification. The Union requested a list of where local conditions are currently being used and stressed this clause should not be used liberally.</p> <p><u>OCT 1, 2013</u> The Employer reminded the Union of the Arbitration decision (Parker). The Employer is unable to provide the Union with a list of locations affected by Local conditions. All concerns regarding the use of local conditions should be addressed locally or forwarded to the respective RLMC. The Union is concerned as hours of work are bargained and should not be changed unless a bonifide local condition is established. The Union requested to be advised when local conditions are implemented.</p>	<p>The Employer will forward decision to the Union for review.</p> <p>The Employer provided the decision to the Union.</p> <p><u>NOV 8, 2012</u> The Union will review and respond.</p> <p><u>OCT 1, 2013</u> The Employer indicated grievances have been filed and will no longer be discussed. CLOSED</p>

PLMC Resolved items as of October 1st, 2013.

DATE OF MEETING	ITEM #	ISSUE	ACTION DESCRIPTION	STATUS
March 6, 2012	30	Medical Disclosure	<p>The Union is concerned with letters from the Employer requiring members to sign a release to medical information. This letter is not specific enough and concerns were raised regarding medical privacy and open access to the employee's medical history.</p> <p>The Employer advised it is common to send a letter to employees explaining the requirement for further information, enclosed is a letter to the physician for the employee to deliver.</p> <p><u>JUNE 20, 2012</u> The Union questioned whether a standard form is used when corresponding with members or does each regional office independently send them?</p> <p><u>SEPT 20, 2012</u> The position of the Union is that members shall not sign away consent to have the LCBO speak directly with their doctor. The Union asked if a standard form is used provincially.</p> <p><u>NOV 8, 2012</u> The Employer contacted all regions and only identified Northern region. The letter does not consent the LCBO to speak directly to a members doctor. The Union strongly opposes the presentation and stated it was unacceptable and unclear.</p> <p><u>OCT 1, 2013</u> The Employer stated that all regions have been made aware to cease direct contact with employee doctors. Human Resources will now provide a letter to the employee to deliver to the doctor and return to the LCBO.</p>	<p>Employer will review and respond.</p> <p><u>JUNE 20, 2012</u> Employer to review and respond.</p> <p><u>SEPT 20, 2012</u> The Employer will investigate and respond.</p> <p><u>NOV 8, 2012</u> The Employer will investigate with legal as to why this info was added.</p> <p><u>OCT 1, 2013</u> All regions have been advised to cease direct contact with the employee's doctor. CLOSED</p>