

LCBO 2024 COLLECTIVE BARGAINING PRELIMINARY PROPOSALS

INTRODUCTION

Without prejudice, this document sets out the Employer's monetary proposals for the negotiation of a renewal Collective Agreement for the Collective Agreement expiring March 31, 2024, covering employees who are members of the Ontario Public Service Employees Union (OPSEU) – Liquor Board Employees Division bargaining unit.

The Employer reserves the right to modify, withdraw or amend these monetary proposals, or to propose new language at any given time in the course of these negotiations, as well as counter proposals with respect to Union demands. Following these discussions, the Employer reserves the right to submit further proposals and counterproposals, as necessary.

Unless otherwise indicated, the proposals apply to the Collective Agreement now in existence and have been formulated by references to the articles of the Collective Agreement.

In addition, the Employer proposes that articles of the agreement which are not ultimately dealt with as proposals by the Parties shall be renewed with appropriate editorial changes to ensure compatibility with other articles as finally agreed.

All proposals have been made without precedent or prejudice, and the LCBO reserves the right to change language.

The LCBO proposes the following:

Salary and Classification Schedule:

Wage grids are reflective of the following general wage adjustments:

April 1, 2024	1.75%
April 1, 2025	1.50%
April 1, 2026	1.25%

Special Wage Adjustments: To improve attraction and retention, and in addition to general wage adjustments, the LCBO will be proposing special wage adjustments for the following positions:

Electronic Technician **706**
Maintenance Electrician **707**
Maintenance Mechanic **708**