

IN THE MATTER OF AN INTEREST ARBITRATION BETWEEN:

The Liquor Control Board of Ontario (LCBO) and

OPSEU/SEFPO LBED Bargaining Unit

**Before: Gerry Lee
Sole Arbitrator**

Appearances

**For the LCBO: Sunil Kapur
McCarthy Tetrault
Barristers & Solicitors**

**For OPSEU/
SEFPO LBED: Colleen MacLeod – Bargaining Team Chair
Jeremy Trainor
Rachel Brunet
Damian Campbell
Craig Hadley
Mike Hamilton
Rasho Donchev – OPSEU/SEFPO Negotiator
Christian Down – OPSEU/SEFPO Research Officer**

The matters in dispute proceeded to a mediation-arbitration on March 9th and 10th, 2024.

Introduction

This mediation-arbitration was convened under a Memorandum of Settlement between the parties subject to Section 4 of the *Crown Employees Collective Bargaining Act (CECBA)* to address the wage reopener agreement in the collective agreement for the term of April 1, 2021 to March 31, 2024 between The Liquor Control Board of Ontario (hereafter the "Employer") and the OPSEU/SEFPO Liquor Board Employees Division Bargaining Unit (hereafter the "Union"). Any outstanding issue not specifically addressed in this award is deemed dismissed, including all grievances, claims and demands of any nature whatsoever related to Bill 124.

Wage Increases

1. Wage Increases inclusive of 1% already negotiated

Due to the administrative complexities of retroactive payroll calculations, all payments shall be calculated following the schedule below.

April 4, 2021: 3.0%

April 3, 2022: 3.0%

April 2, 2023: 3.5%

The wage increases would be applied to all current and former employees, including members on any leave including LTIP, who were employed during the period of April 1, 2021 to current.

For current employees, all retroactive payments shall be executed as soon as practical but no later than 120 days from the date of this award.

For former employees, all retroactive payments shall be executed as soon as practical but no later than December 31, 2024.

For current employees, all wage adjustments on a go forward basis shall be executed as soon as practical but no later than 60 days from the date of this award.

Conclusion

At the request of the parties, I remain seized with respect to the implementation of this award.

DATED at Toronto this 10th day of March 2024.



Original signed by:

Gerry Lee, Sole Arbitrator.

Memorandum of Settlement

2024 Collective Bargaining

Between

THE LIQUOR CONTROL BOARD OF ONTARIO
(hereinafter referred to as the "LCBO" or "Employer")

- and the -

ONTARIO PUBLIC SERVICE EMPLOYEES UNION
on behalf of its LIQUOR BOARD EMPLOYEES DIVISION
(hereinafter referred to as the "OPSEU" or "Union")

1. The Parties hereto agree to the terms of this memorandum as constituting full settlement of all issues between the Parties with respect to the renewal of the Collective Agreement the term for which expired on March 31, 2024.
2. The undersigned representatives of the Parties agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The Parties agree that the term of the Collective Agreement shall be from **April 1, 2024** to **March 31, 2027**.
4. The Parties further agree that the Collective Agreement shall incorporate all the terms of the previous Collective Agreement which expired on **March 31, 2024**, together with the amendments set out in **Appendix A and Appendix B**.
5. The Parties further agree that the amendments to the Collective Agreement shall be effective on the date of ratification by the Union except as provided otherwise in these terms of settlement. Wage increases shall be retroactive to **April 1, 2024**. For the purpose of clarity, unless otherwise agreed to in this Memorandum, wage rates shall be rounded to two decimals.

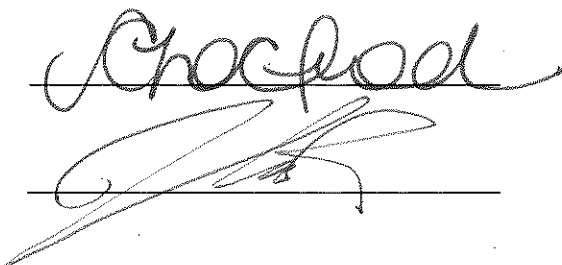
The effective date of any provisions or terms of the renewed Collective Agreement, unless otherwise stated therein, shall be the ratification date. The Parties agree that when used herein and when used in the renewed Collective Agreement, the ratification date shall be deemed to be the latter of the date that LCBO bargaining unit employees represented by the Union ratified such agreement or the date that the Employer's Board of Directors ratified and the Government approved such agreement.

6. The Parties agree that before the renewed Collective Agreement becomes effective the Government of Ontario must provide its approval for same through an Order in Council.
7. The Parties agree that ratification shall occur no later than two (2) weeks from July 19, 2024.

8. Subject to union ratification by 11:59 p.m. on Sunday, July 21, 2024, the Parties agree the strike shall end at 12:01 a.m. Monday, July 22, 2024.
9. The Parties agree that some of the language agreed to will require a "parallel" change elsewhere in the Collective Agreement.
10. The wage rates set out in the Salary and Classification Schedule shall be increased as follows:
- | | |
|--------|---------------------|
| Year 1 | 3.0% April 1, 2024 |
| Year 2 | 2.75% April 1, 2025 |
| Year 3 | 2.25% April 1, 2026 |
11. With respect to the implementation of the removal of Step 1 of the Liquor Store Clerk Grade 3:
- (a) All current employees at the previous step 1 (\$17.85) at the time of ratification, will move to the new step 1 (\$19.24) and their time in the step will reset to 0 for purposes of progression through the grid. No other employees will be impacted.
 - (b) Effective as of the date of ratification, the *Wage Grid For Casual Employees Hired On Or After June 5, 2013* will be amended to 5 total steps, with the first step aligning to step 1 of the Liquor Store Clerk Grade 3 wage grid.
12. All current employees in the classification *054 Head Office – Clerical* shall be moved to the applicable PFT wage classification as determined by the Employer and applicable wage increases shall be retroactive to April 1, 2024.
13. The Parties agree to append the geographical listings to the collective agreement once the Parties have met to review and update the list for accuracy.
14. Retroactive pay adjustments shall be paid no later than 60 days from the date of ratification by both parties.
15. The Parties agree to meet within 60 days from ratification for the purpose of proofreading a draft revised Collective Agreement incorporating the terms of this Memorandum. The Union will produce the initial draft. The Parties will meet within 90 days to sign the final agreement.

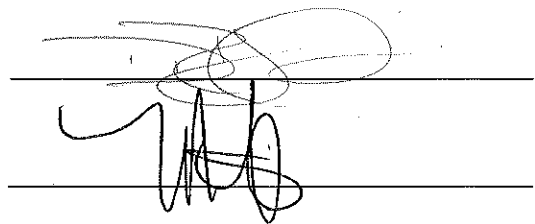
Signed on 19th day of July, 2024.

For the Union:



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For the Employer:



A handwritten signature in cursive script is written over a horizontal line. Below this line, there is another horizontal line with a second, less distinct handwritten mark or signature.

Rachel Brunet

~~John~~
John
Dorothy

✓
Melinda Campbell

Joni L.

M. M. Zeri

Appendix A

AGREED TO ISSUES BETWEEN
THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION/SYNDICAT DES EMPLOYES DE LA
FONCTION PUBLIQUE DE L'ONTARIO (OPSEU/SEFPO)
(Hereinafter referred to as the "Union")

And
THE LIQUOR CONTROL BOARD OF ONTARIO
(Hereinafter referred to as the "Employer")

APRIL 15, 2024

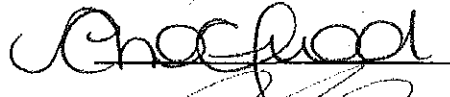
Renewal of:

Letter of Agreement – RE: Kilometre Rates
Letter of Agreement – RE: French Language Services
Letter of Agreement – RE: Mental Health
Letter of Agreement – RE: Interpretation of Article 27.3

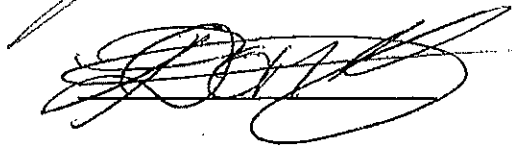
APPENDIX 4 – Seasonal Employees – Change in language from 'handicap' to
'disability' within the appendix.

Agreed to in Toronto, Ontario on April 15, 2024.

For Union







For Employer



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MAY 7, 2024

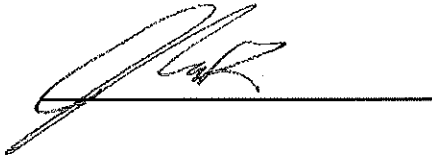
Renewal of:

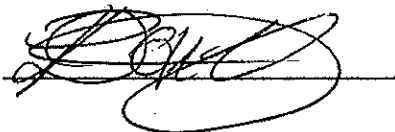
Letter of Agreement – RE: Store Maintenance Duties

Agreed to in Toronto, Ontario on May 7, 2024.

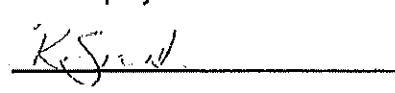
For Union







For Employer



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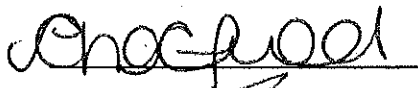
And
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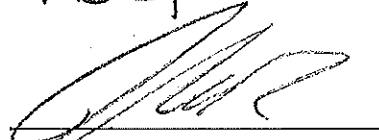
MAY 7, 2024

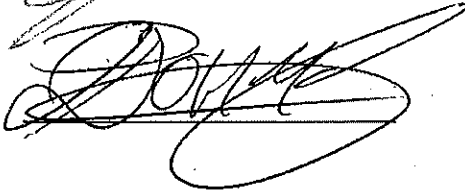
Hours of Work – Depots Lunch Break (30 mins)

Agreed to in Toronto, Ontario on May 9, 2024.

For Union







For Employer



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MAY 10, 2024

NEW 21.11 The Employer will offer the following two benefit enhancements applicable to PFT employees and Seasonal employees who may be entitled to benefits under the plan as per Section 12 of Appendix 4—
Seasonal Employees:

- a. **Out of Country (Optional)**
 - i. Employee paid Out of Country medical coverage will be made available.
- b. **Survivor Benefits**
 - ii. The Employer shall provide one (1) year of coverage after death.

NEW 49.9 **Out of Country (Optional)**
a. Employee paid Out of Country medical coverage will be made available.

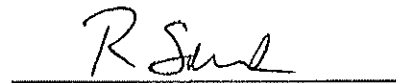
NEW 49.10 **Survivor Benefits**
a. The Employer shall provide one (1) year of coverage after death.

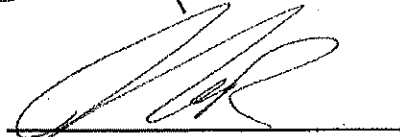
Agreed to in Toronto, Ontario on May 10, 2024.

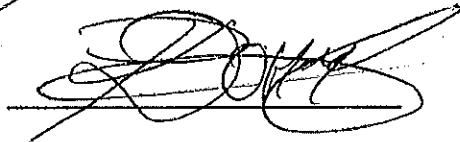
For Union

For Employer









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MAY 16, 2024

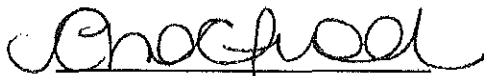
Renewal Of:

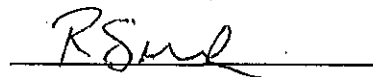
- Letter of Agreement: RE: Permanent Employees Transferred from Department 739
- Letter of Agreement: RE: Leave of Absence for Union Business on a Full-Time Basis

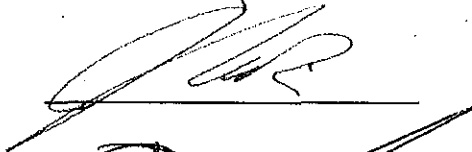
Agreed to in Toronto, Ontario on May 16, 2024.

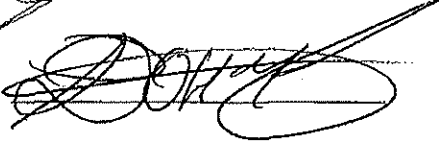
For Union

For Employer









AGREED TO ISSUES BETWEEN

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June 19, 2024

Appendix 3 – Labour/Management Committees

Article 4 – Local/Labour Management Committee

- 4.1 Either Party will be represented on the committee by ~~three (3)~~ **up to four (4)** members. In addition, a Representative of the Union and a Human Resource Advisor may attend these meetings.

LETTER OF AGREEMENT - RE: Employment Equity

The LCBO and the Union share a commitment to dismantling all forms of racism including Anti-Black and Anti-Indigenous racism.

This letter will confirm the Employer's understanding of a joint Union/Management Committee on Employment Equity.

Mandate: To advise both Union and Management at the LCBO on Employment Equity issues and promote an atmosphere and policy framework that will facilitate program development. The committee will review employment policies and procedures, and recommend measures to promote fairness; to eliminate barriers impacting women, Francophones, indigenous people, people with disabilities, and people who because of their race, colour, sexual orientation or gender orientation have been traditionally disadvantaged in Canada.

This committee shall be a sub-committee of the Provincial Labour/Management Committee and shall be composed of no more than three members from each party.

Time off will be provided for members to perform committee related tasks, as deemed necessary, by the Employer, provided the Employer's operations are not disrupted. **The committee shall meet at least quarterly.**

Agreed to in Toronto, Ontario on June 19, 2024.

For Union

For Employer

Chachood

RSend

[Signature]

[Signature]

AGREED TO ISSUES BETWEEN

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June 19, 2024

Employer Proposal 1 Clerk GRADE 5 (Contact Centre Only)

ARTICLE 20 - Pregnancy, Parental and Adoption Leave

20.1 Pregnancy Leave

The Employer agrees to provide for pregnancy leave, without pay and in accordance with the provisions of the Ontario Employment Standards Act to a pregnant employee whose due date is at least thirteen (13) weeks after she commenced employment. During such leave, the Employer shall continue the Dental, Basic Life Insurance, LTIP, and Supplementary Health & Hospital Insurance, including Vision/Hearing Care, coverage provided under Article 21 of this agreement for a maximum of seventeen (17) weeks. Credits will continue to accumulate for this seventeen (17) week period.

- 20.2 (a) An employee entitled to pregnancy leave under Article 20.1, who provides the Employer with proof that she has applied for and is eligible to receive employment insurance benefits pursuant to Section 22 of the Employment Insurance Act, shall be paid an allowance in accordance with the Supplemental Unemployment Benefit Plan.
- (b) In respect of the period of pregnancy leave, payments made according to the Supplemental Unemployment Benefit Plan will consist of the following:
- (i) for the first two (2) weeks covering the employment insurance waiting period, payments equivalent to ninety-three percent (93%) of the actual gross weekly pay for her classification, which she was receiving on the last day worked prior to the commencement of the pregnancy leave, including any retroactive salary adjustment to which she may become entitled;
- and
- (ii) up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the sum of the weekly employment insurance benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual gross weekly rate for her classification which she was receiving on the last day worked prior to the commencement of the pregnancy leave, including any retroactive salary adjustment to which she may become entitled.

20.3 An employee on pregnancy leave under Article 20.1 shall also be entitled to an additional parental leave of absence without pay of up to ~~thirty-five (35)~~ **sixty-one (61)** weeks in accordance with the Employment Standards Act. The request for this additional leave must be made in writing at least four (4) weeks prior to the expiration of her pregnancy leave and must commence immediately following the pregnancy leave. During such leave, the Employer shall continue the Dental, Basic Life Insurance, LTIP, and Supplementary Health and Hospital Insurance, including Vision/Hearing Care, coverage provided under Article 21 of this agreement for a maximum of ~~thirty-five (35)~~ **sixty-one (61)** weeks. Credits will continue to accumulate for this ~~thirty-five (35)~~ **sixty-one (61)** week period.

20.4 An employee returning from a leave of absence under Article 20.1, 20.3 or 20.5 shall be assigned to their former classification and be paid at the step in the salary range that they had attained when the leave of absence was granted, or in the step in the salary range they would have attained had they worked throughout the leave, whichever is greater.

20.5 **Parental Leave**

(a) The Employer agrees to provide parental leave without pay of up to ~~thirty-seven (37)~~ **sixty-three (63)** weeks to an employee, who has not received pregnancy leave under Article 20.1, and who has been employed for at least thirteen (13) weeks, in accordance with the Ontario Employment Standards Act. During such leave, the Employer shall continue the Dental, Basic Life Insurance, LTIP, and Supplementary Health and Hospital Insurance, including Vision/Hearing Care coverage provided under Article 21 of this agreement for a period of up to ~~thirty-seven (37)~~ **sixty-three (63)** weeks. Credits will continue to accumulate for this ~~thirty-seven (37)~~ **sixty-three (63)** week period.

(b) To receive the leave set out in Article 20.5 (a) above, an employee must supply the Employer with proof of the child's birth or an adoption certificate when applying for parental leave.

20.6 (a) An employee entitled to parental leave under Article 20.3 or 20.5 who provides the Employer with proof that they have applied for and is eligible to receive employment insurance benefits pursuant to Section 23 of the Employment Insurance Act, shall be paid an allowance in accordance with the Supplemental Unemployment Benefit Plan.

(b) In respect of the period of parental leave, payments made according to the Supplemental Unemployment Benefit Plan will consist of the following:

~~For natural fathers or adoptive parents only:~~

(i) for the first two (2) weeks covering the employment insurance waiting period, payments equivalent to ninety-three percent (93%) of the actual gross weekly pay for their classification which they were receiving on the last day worked prior to the commencement of the parental leave, including any retroactive salary adjustment to which they may become entitled;

and

For natural and adoptive parents:

- (ii) up to a maximum of ten (10) additional weeks payments equivalent to the difference between the sum of the weekly employment insurance benefits the employee is eligible to receive and any other earnings received by the employee, and ninety-three percent (93%) of the actual gross weekly pay for their classification which they were receiving on the last day worked prior to the commencement of the parental leave, including any retroactive salary adjustment to which they may become entitled.

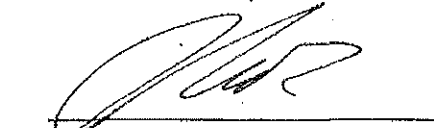
Agreed to in Toronto, Ontario on June 19, 2024.

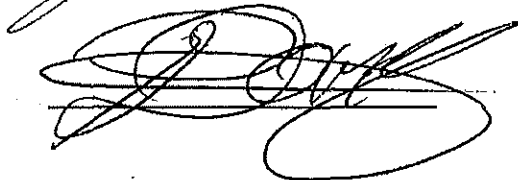
For Union

For Employer









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THE LIQUOR CONTROL BOARD OF ONTARIO
(Hereinafter referred to as the "Employer")

June 20, 2024

- Article 18.1 (a)

ARTICLE 18 - BEREAVEMENT LEAVE

(Applicable to Permanent Full-time, Seasonal and Casual: with applicability limited in respect of Seasonal and Casual employees to 18.2 exclusively)

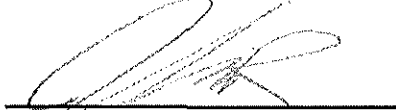
- 18.1 (a) An employee shall be allowed four (4) consecutive days of leave of absence with pay, inclusive of the day of the funeral in the event of the death of an employee's mother, father, brother, sister, step-mother, step-father, son, daughter, step-son, step-daughter, spouse, loss of a child due to miscarriage or stillbirth and such leave shall not be charged against attendance credits.
- (b) In the event the funeral proceedings are not concluded within the four (4) consecutive days of leave of absence with pay, as specified in Article 18.1 (a) above, the employee shall be allowed to use the fourth (4th) day of leave of absence with pay on a later date that is not consecutive to the third (3rd) day of leave of absence to address outstanding matters concerning the funeral proceedings, including interment. In such event, the fourth (4th) day of leave of absence with pay must be used within six (6) calendar months of the date of death.
- 18.2 (a) An employee shall be allowed three (3) consecutive days of leave of absence with pay, inclusive of the day of the funeral in the event of the death of an employee's mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, spouse's grandparents, great-grandparents, spouse's great-grandparents, grandchild, ward or guardian and such leave shall not be charged against attendance credits.
- (b) In the event the funeral proceedings are not concluded within three (3) consecutive days of leave of absence with pay, as specified in Article 18.2 (a) above, the employee shall be allowed to use the third (3rd) day of leave of absence with pay on a later date that is not consecutive to the second (2nd) day of leave of absence to address outstanding matters concerning the funeral proceedings, including interment. In such event, the third (3rd) day of leave of absence with pay must be used within six (6) calendar months of the date of death.

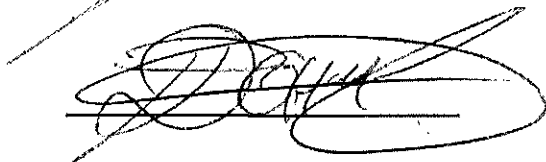
- 18.3 An employee who would otherwise have been at work shall be allowed one (1) day leave of absence with pay in the event of the death and to attend the funeral of their aunt and uncle.

Agreed to in Toronto, Ontario on June 20, 2024.

For Union







For Employer



Appendix B

The wage rates set out in the Salary and Classification Schedule shall be increased as follows:

Year 1 3.00% April 1, 2024
Year 2 2.75% April 1, 2025
Year 3 2.25% April 1, 2026

Special Wage Adjustments: in addition to general wage adjustments outlined in #3, the following positions shall receive special wage adjustments as follows:

Position Title	Required Red Seal Certification	End Rate Amount (including general wage increase for April 1, 2024)
Electronic Technician 706	<i>Industrial Electrician (442A) or (309A)</i> <i>PLC Level I & II Certification</i>	\$51.00
Maintenance Electrician 707	<i>Industrial Electrician (442A) or (309A)</i>	\$49.75
Maintenance Mechanic 708	<i>Industrial Mechanic Millwright (433A)</i>	\$49.75

For clarity, only employees who hold the above-noted red seal certifications at time of ratification will be eligible to receive the Special Wage Adjustments.

Original: July 26, 2005
Renewed: April 1, 2024~~4~~
LETTER OF AGREEMENT - RE: Contracting Out
...

Original: April 1, 2017
Renewed: April 1, 2024~~4~~
LETTER OF AGREEMENT - RE: Repatriation
....

LETTER OF AGREEMENT - RE: Agency Workers

The employer agrees that the Logistics Department **and Quality Assurance Departments** will no longer use agency workers in the Logistics Facilities after March 31, 2018, with the exception of agency security workers.

LETTER OF AGREEMENT - RE: Agency Stores

The Employer agrees:

- (a) there shall be a limit of 400 agency stores. This limit shall expire at the end of the Collective Agreement.
- (b) not to close any of its retail stores as a result of the opening or operation of any franchise and/or agency stores;
- (c) not to layoff any permanent full time and **permanent part time** employees employed at the stores referenced in (a) (b) above as a direct result of the Agency Store Program;
- (d) There will be no reduction in store operational hours as a result of the opening or operation of any franchise and/or agency stores;
- (e) it is agreed that this agreement does not apply to store consolidations, or store relocations where such consolidations or relocations are not a result of the opening of any franchise and/or agency stores.

LETTER OF AGREEMENT –RE: Enhanced Severance – Privatization – Permanent Employees

...

- d) For the purposes of calculating years of service in (a), their years of service shall be the sum of all continuous time worked without break in service at the LCBO divided by 2080 hours. For clarity, this includes all time worked in all employee types (e.g. PFT, seasonal, casual, and fixed term).

ARTICLE 12 - Termination Payments

(Applicable to Permanent Full-time)

12.2 An employee who has completed one (1) year of continuous service and who ceases to be an employee by reason of:

- (i) death;
- (ii) retirement with eligibility for a pension pursuant to the Ontario Public Service Employees Union (OPSEU) Pension Plan;
- (iii) termination due to inability to perform their duties by reason of mental or physical incapacity with eligibility for a disability pension under the OPSEU Pension Plan;
- (iv) — layoff;

is entitled to receive Severance Pay or an Attendance Gratuity, whichever is greater.

12.3 An employee who has completed one (1) year of continuous service and who ceases to be an employee by reason of lay-off is entitled to Attendance Gratuity or

Severance Pay, where total number years of service is inclusive of all continuous service from original date of hire, whichever is greater.

ARTICLE 42 - Termination Payments

(Applicable to Permanent Part-time)

42.2 Severance Pay

An employee who has completed one (1) year of continuous service as a permanent employee and who ceases to be an employee by reason of:

- (a) Death;
- (b) Retirement with eligibility for a pension pursuant to the OPSEU Pension Plan;
- (c) Termination due to inability to perform their duties by reason of mental or physical incapacity with eligibility for a disability pension under the OPSEU Pension Plan; or
- (d) — Layoff

shall be entitled to Severance Pay.

42.3 An employee who has completed one (1) year of continuous service and who ceases to be an employee by reason of lay-off is entitled to Severance Pay, where total number years of service is inclusive of all continuous service from original date of hire.

Original: April 1, 2017—

Renewed: April 1, 2021—

LETTER OF AGREEMENT—RE: Grocery Program Channel Stores

...

NEW - LETTER OF AGREEMENT – RE: CASE VOLUME AT LCBO RETAIL SERVICE CENTRES

Starting no later than April 1, 2025 and for the life of the Collective Agreement, an additional volume of at least 1.25 million new cases will be serviced by Durham Retail Service Centre.

ARTICLES 32 – CASUALS

(Applicable to Seasonal as limited by Appendix 4- Section 4-14.1 and Casual)

32.13 Casual Benefit Plan

Effective April 1, 2014, casual employees who have worked 4300 **1000** hours in the

previous calendar year and who have five (5) years of casual seniority may opt into the Casual Benefit Plans under the same benefit plans as full-time employees, subject to the following limitations:

...

Original: April 1, 2017

Renewed: ~~April 1, 2021~~ **April 1, 2024**

LETTER OF AGREEMENT - RE: Casual Hours

Effective ~~April 1, 2017~~ **April 1, 2024**, the Employer will ensure that a minimum of 50% **35%** of the total casual retail store employee complement will receive no less than one thousand (1000) hours annually (calendar year). The Employer will share the actual percentage with the Union annually (calendar year) and will adjust upward any percentage required from a deficiency in the previous year.

NEW - Letter of Agreement – RE: Marketplace Modernization

Given the Government of Ontario's announcement on marketplace modernization, and to allow the parties a period of time to assess what effects it may have on the LCBO's operations and employees, the parties agree to establish a joint taskforce to explore innovative business models that may improve LCBO competitiveness, as well as choice and convenience for customers (e.g., new stores in new markets, pop-ups, etc.).

Either party will be represented by up to three (3) members on the taskforce. Upon agreement by both parties, stakeholders may be invited to participate in meetings.

The taskforce shall meet within three (3) months of ratification and will make non-binding recommendations that fall within the scope of LCBO operations. The taskforce shall meet each quarter. The work of the taskforce will be ongoing during the life of the Collective agreement. By mutual agreement the parties may agree to retain consultants to provide research or expert advice, the cost of such services shall be borne equally by the parties.

The parties agree that discussions and any information shared during meetings will be kept confidential. Upon mutual agreement of the parties, recommendations of the taskforce may be shared with their respective principals.

NEW – Letter of Agreement RE: Store Closures

The parties agree that LCBO's management rights will remain unfettered with respect to store closures. The LCBO commits that there will be no closures of the current 680 stores as a result of marketplace modernization until March 31, 2027.

ARTICLE 21- Employees' Group Insurance and Medical Benefits Plans

(Applicable to Permanent Full-time, Seasonal with applicability in respect to Seasonal employees limited by Appendix 4 – Section 12. and Casuals as per Article 32.13.)

- 21.2 (iii) (j) Charges for the services of a psychologist, psychotherapist or social worker or Master of Social Work up to ninety percent (90%) of the total cost of the prescribed plan of treatment to a combined annual maximum of three-thousand dollars (\$3,000.00). fifty dollars (\$50.00) per half (1/2) hour per family member and group sessions, psychotherapy and/or testing and thirty five dollars (\$35.00) for all other purposes.

**Note: parallel change for PPTs.*

LETTER OF AGREEMENT - RE: Post and Fill

...

By no later than September 30, 2024, thirty (30) new PFT positions will be posted in Logistics.

By no later than March 31, 2025, thirty (30) new PFT positions will be posted in Logistics.

~~By the end of this Collective Agreement (March 31, 2021),~~ The Employer will ensure that Permanent Full-Time is not less than 30% of the LCBO's retail store workforce. The Employer will ensure that Permanent Part-Time (PPT) is not less than 12.5% of the LCBO's retail store workforce or 1000 PPT positions, whichever is greater. ~~Casual retail employees do not exceed 70% of the LCBO's retail PFT store workforce.~~ It is agreed that the Employer will disclose the postings and the ratio at PLMC meetings.

~~There will continue to be no obligation to post Permanent Part-Time positions.~~

The employer will make every reasonable effort to ensure that the PPT implementation shall be completed as follows:

October 31, 2024 - 400 positions

January 31, 2025 - 300 positions

May 31, 2025 – 300 positions

The employer and Union agree that the initial implementation to reach the 12.5% Permanent Part-Time (PPT) threshold or 1000 positions, whichever is greater will be conducted in the same manner as PFT positions as outlined in this Letter of Agreement.

ARTICLE 53 - Term of Agreement

(Applicable to Permanent Full-time, Permanent Part-time, Seasonal, Casual)

53.1 This Agreement will continue in effect until March 31, 2027.

Salary and Classification Schedule

LIQUOR STORE CLERK GRADE 3

07, 012 (Customer Service Representative)

40

033, 052 (Increase to step 2 is after 6 months from first shift)

(Increase to steps 32-6 is based on the earlier achievement of 1750 hours paid or 2 years since last step increase)

(Increase to steps 7-99 is based on the achievement to 2080 hours paid since last step increase)

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
4/1/2021	Hourly	\$16.75	\$18.05	\$19.47	\$20.98	\$22.61	\$24.38	\$26.29	\$28.34	\$30.56
4/1/2022	Hourly	\$17.25	\$18.59	\$20.05	\$21.61	\$23.29	\$25.11	\$27.08	\$29.19	\$31.48
4/1/2023	Hourly	\$17.85	\$19.24	\$20.75	\$22.37	\$24.11	\$25.99	\$28.03	\$30.21	\$32.58

**Note – for implementation (to be added to the MOS):*

- Effective as of the date of ratification, step 1 of the CSR wage grid will be removed.

- As of the date of ratification, all current employees at the previous step 1 (\$17.85) will move to the new step 1 (\$19.24) and their time in the step will reset to 0 for purposes of progression through the grid. No other employees will be impacted.

WAGE GRID FOR CASUAL EMPLOYEES HIRED ON OR BEFORE SEPTEMBER 1, 2002

Class Code	Location	Effective Date	Range
014	Head Office—Clerical	4/1/2021	\$17.24 \$18.97 \$20.71 \$23.39
		4/1/2022	\$17.76 \$19.54 \$21.33 \$24.09
		4/1/2023	\$18.38 \$20.22 \$22.08 \$24.93

(Annual increases on anniversary date)

WAGE GRID FOR CASUAL EMPLOYEES HIRED AFTER SEPTEMBER 1, 2002 AND BEFORE JUNE 5, 2013

Class Code	Location	Effective Date	Range
035	Head Office—Clerical	4/1/2021	\$16.91 \$18.60 \$20.34 \$21.53 \$22.94

4/1/2022	\$17.08	\$18.79	\$20.51	\$21.75	\$23.17
4/1/2023	\$17.25	\$18.98	\$20.72	\$21.97	\$23.40

(Annual increases on anniversary date)

WAGE GRID FOR CASUAL EMPLOYEES HIRED ON OR AFTER JUNE 5, 2013

Class Code	Location	Effective Date	Range							
053	Logistics	4/1/2021	\$16.75	\$17.24	\$18.05	\$18.97	\$20.71	\$21.96	\$23.39	
		4/1/2022	\$17.25	\$17.76	\$18.59	\$19.54	\$21.33	\$22.62	\$24.09	
		4/1/2023	\$17.85	\$18.38	\$19.24	\$20.22	\$22.08	\$23.41	\$24.93	

(Annual increases on anniversary date)

054	Head Office - Clerical	4/1/2021	\$16.75	\$17.24		\$18.97	\$20.71	\$21.96	\$23.39	
		4/1/2022	\$17.25	\$17.76		\$19.54	\$21.33	\$22.62	\$24.09	
		4/1/2023	\$17.85	\$18.38		\$20.22	\$22.08	\$23.41	\$24.93	

(Annual increases on anniversary date)

***Note – for implementation (to be added to the MOS):**

- Casual Employees in Head Office – Clerical positions shall be moved to the applicable PFT wage classification as determined by the Employer.

- Effective as of the date of ratification, the wage grid for casual employees - Logistics above will be amended to 5 steps, with the first step aligning to the proposed step 1 of the CSR wage grid.

WAGE GRID FOR FIXED TERM EMPLOYEES

Class Code	Location	Effective Date	Hourly Rate
080	Retail - Stores and Depots	4/1/2021	\$16.75
		4/1/2022	\$17.25
		4/1/2023	\$17.85 \$19.24
081	Logistics	4/1/2021	\$16.75
		4/1/2022	\$17.25
		4/1/2023	\$17.85 \$19.24

Withdrawal of Estoppel Notice re: Sunday Scheduling

For the Union:

Chapood

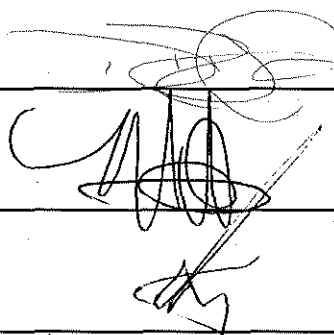
JR

Rachel Brunet

Craig Heel

Dave

For the Employer:



Linda Campbell

Dan

M. Dan