



report

Component

Liquor Board

Representatives

Videoconference

September 22, 2020

The National Union of Public and General Employees (NUPGE) is a family of 11 Component and 3 affiliate unions. Taken together, we are one of the largest unions in Canada. Most of our 390,000 members work to deliver public services of every kind to the citizens of their home provinces. We also have a large and growing number of members who work for private businesses.

Larry Brown, President

Bert Blundon, Secretary-Treasurer

Liquor Board Representatives Conference Call
September 22, 2020
1:00 pm EDT

PARTICIPANTS

BCGEU/NUPGE

Kusam Doal
Brittany Skinner

SGEU/NUPGE

Bob Stadnichuk

MGEU/NUPGE

Michelle Gawronsky
Edward Miller
Stephen Roznowsky
Martin Trudel

OPSEU/NUPGE

Jamie Kensley
Colleen MacLeod

NSGEU/NUPGE

Nicole McKim
Jim Ross

PEI UPSE/NUPGE

Mark Barrett

NAPE/NUPGE

Don Healey
Grant Horan

NUPGE

Diane Fowles, Administrative Representative
Andrew McNeill, National Representative

1. Welcome and Introductions

Participants introduced themselves.

2. COVID-19 and Health and Safety

Sales were up in several provinces during the COVID-19 pandemic.

Leave provisions for workers experiencing symptoms, or with underlying medical conditions, varied from province to province. Additional leave provisions that were put in place at the start of the pandemic are being wound down. Instead, workers are using sick leave, and in some cases, workers with underlying conditions are using general leave.

Another issue has been who is sent home when someone in a store tests positive for COVID-19. In some cases, all workers in a store are being sent home and told to get tested while the stores are closed and given a thorough cleaning. In others, only the worker who tested positive and people in close contact with them were sent home. There are no procedures in place in Saskatchewan. In at least one case, where only the worker who tested positive was sent home, other workers in the store subsequently tested positive.

Workers are expected to bag purchases again in Ontario and Nova Scotia. Though in Ontario, if customers bring reusable bags, customers are expected to bag their purchases.

NSGEU

With the end of the rule requiring that customers bag their purchases, the employer is raising the plexiglass barriers at cash registers so workers can start bagging products again. The \$1.50 enhanced pay premium was ended, even though the employer originally said it would remain in place until the end of the pandemic.

There was an attempt by management in Nova Scotia to get a worker who had been instructed by public health authorities to self-isolate for 14 days to return work before the 14 days were up.

OPSEU

Workers now have full personal protective equipment, including face shields and masks.

As the recovery moved into the 3rd stage, stores are starting to open earlier and close later. However, stores that closed at 11:00 pm prior to the pandemic have not gone back to their regular closing times. As well, stores are still closed on Mondays.

The justification for closing stores on Mondays was to provide time to thoroughly clean and sanitize the stores, but instead they are closed completely. This affects language in the collective agreement on weekend work and has resulted in casual staff having their hours cut. Closing stores on Monday is also seen as encouraging privatization, as people purchasing alcoholic beverages on Mondays end up going to private stores.

When management asked for suggestions of ways to expand business, OPSEU suggested reopening stores on Monday, but management refused. The justification for closing stores on Mondays is the apparent need to recoup the funds spent on measures to reduce the spread of COVID-19.

MGEU

In Winnipeg, every store has a secure entrance. The lobby is a locked-in area with only 1 or 2 customers allowed in it at once. This meant there were few enforcement issues when masks were made mandatory.

BCGEU

Stores started accepting empties again on August 10. Unfortunately, this was announced as a fait accompli, with no feedback from workers. Another concern has been poor communication around the distribution of PPE, which unnecessarily worried workers.

3. Privatization

Contracting out some warehousing services, allowing third-party warehouses, or allowing private distribution are concerns in several provinces. Companies identified as attempting to take over warehousing services and distribution are JAX, Timax, and DHL. In Ontario, DHL has taken over specialty services in Toronto.

In Ontario, similar branding for LCBO Convenience Outlets, which are privately operated, to public stores has resulted in confusion. An additional problem is that LCBO management is less supportive of shop public campaigns out of fear of offending the Ford government.

In Saskatchewan, there is some good news, in that a store that was slated to close has been kept open. However, the government is still permitting more private stores and restricting the ability of public stores to boost revenues by selling products people may want to buy with alcohol, like pop, ice, and chips.

The language in the current NAPE collective agreement prevents stores from being converted to private agency stores or from being closed.

With the Progressive Conservatives winning a majority in the last New Brunswick election, there is a danger that New Brunswick's publicly owned cannabis retailers could be privatized. The NBU has been attempting to organize them.

4. Component Reports

Written reports from NAPE, PEI UPSE, the NSGEU, OPSEU, the MGEU, and the BCGEU are in the appendix. These reports were previously sent to participants.

SGEU members have just ratified a 3-year collective agreement. The agreement is based on the 2, 2 and 2 formula imposed by the provincial government, but with an adjustment to the wage increase towards the end of the collective agreement in exchange for improvements in pensions.

As mentioned, SGEU members are continuing to struggle against privatization. Private stores are allowed to have extended hours, while public stores have not changed their hours. However, they are finding customers are coming back, as they realize that prices are lower in public stores than in private stores.

While the Manitoba government's Bill 28 was declared unconstitutional, the Manitoba government is appealing the decision and, for now, ignoring it. Workers going into bargaining are still being offered 0% increases. In addition to appealing the decision on Bill 28, the Manitoba government is also challenging the judge.

In Newfoundland and Labrador, 2020 is proving to be an extremely difficult year. Before COVID-19, stores were closed for 10 consecutive days due to the latest "snowmageddon." Both the pandemic and the snow storm are adding to the province's financial problems.

NAPE members are also affected by the strike at Dominion grocery stores. Workers don't want to cross picket lines, and 3 stores and 2 satellite locations attached to Dominion stores are closed. Workers at those stores are being accommodated in other

locations. Full-time employees at those stores have a guarantee that they won't lose hours, but part-time workers have no such guarantee.

In PEI, a public store specializing in high-end products called Notables has opened in Charlottetown. This is similar to the Port stores in Nova Scotia. While it hasn't been a problem in PEI and Nova Scotia, there is a concern similar moves in Ontario may be an attempt to turn the LCBO into a fine wine and spirits retailer, leaving everything else to the private sector.

The number of public cannabis outlets are increasing in both Nova Scotia and British Columbia. In Nova Scotia, it appears more NSLC stores will include cannabis outlets. In British Columbia, the first 2 public stores will be opening in the Lower Mainland in October. The 4 cannabis outlets on PEI are all public, and there is no hint of privatization.

FOLLOW-UPS

ISSUE	NUPGE Responsibility	Component Responsibility	Task Completed
Provide information on World Trade Organization case arising from privatization of alcohol sales in BC, Ontario, and Quebec	✓		✓

Liquor Board Representatives
Videoconference
September 22, 2020



Component Report

Liquor Board Representatives Working Session

Component Reporting: BCGEU

Number of members: 4500

1. **Government/political climate:** NDP is enjoying a surge in popularity. There are rumblings that a fall election is on the horizon.

2. **Collective bargaining update:** Current collective agreement expires in 2022.

3. **Significant grievance arbitration decisions:** None

4. **COVID-19:**
 - a) **What PPE is being provided by the employer?** Each employee has been given 3 re-usable masks. Disposable masks have also been provided, along with gloves. With the resumption of empty containers recycling, the employer has provided face shields and full-length nitrile aprons.

- b) **What restrictions have been put in place on the number of people allowed in stores and where they can go in stores? (Are customers restricted to picking up orders at the counter?)** Head office sent guidelines to stores on occupancy limits which we felt were too high. After expressing our concerns, the employer stated they were only guidelines and stores could reduce the number if they deemed necessary. Some stores are doing a good job of ensuring occupancy limits allow for physical distancing, others not so much.
- c) **If there are restrictions on the number of customers in a store, are there security guards or additional staff to enforce those restrictions, or are staff expected to enforce the restrictions in addition to their usual duties?** Some stores have security guards or a staff member acting as the door person, but most do not. We have not seen an increase in staffing to assist in enforcing those restrictions.
- d) **What other safety measures are in place (for example, plexiglass at cash registers, floor markers, customers bagging purchases)?** There have been plexiglass barriers installed at cash registers, customer service and the empties counter. There are also decals on the floors.
- e) **What changes have been made to opening hours for stores and the length of shifts or number of working hours for all workers?** At the beginning of the pandemic, store hours were shortened but have since returned to normal hours.
- f) **Are any attempts being made to end measures put in place during the pandemic?** No, but some managers have demonstrated a laxer attitude towards safety measures as time has progressed.

5. COVID-19 and privatization:

- a) **Do safety requirements for publicly owned stores also apply to agency stores and/or private retailers?** Yes
- b) **Are restaurants being permitted to sell alcoholic beverages with takeout/delivery orders?** Yes
- c) **If restaurants are being permitted to sell alcoholic beverages with takeout/delivery orders, are there proposals to keep the measure after the pandemic ends?** For now, it is a temporary measure.

6. Privatization:

Have there been any announcements in the last 6 months regarding privatization of alcohol sales? No, but there has been talk of allowing 3rd party companies to distribute non-stocked wholesale products.

7. Major campaigns and communications: Aside from making sure members are aware of their rights as it relates to safety in the workplace, our main focus has been on trying to get pandemic pay for our members.

8. Any other major activities to report: Working on mobilizing our members at the worksites. First step is to ensure our membership database is accurate and up to date.

Liquor Board Representatives
Videoconference
September 22, 2020



Component Report

Liquor Board Representatives Working Session

Component Reporting: Manitoba

Number of members: 1264 members province-wide

1. Government/political climate: PC majority government
2. Collective bargaining update: None
3. Significant grievance arbitration decisions: Bill 28 declared unconstitutional
4. COVID-19:
 - a) What PPE is being provided by the employer? Masks, gloves and sanitizer
 - b) What restrictions have been put in place on the number of people allowed in stores and where they can go in stores? (Are customers restricted to

picking up orders at the counter?) 50% capacity is observed and customers bring and bag their orders.

- c) **If there are restrictions on the number of customers in a store, are there security guards or additional staff to enforce those restrictions, or are staff expected to enforce the restrictions in addition to their usual duties?** Urban and rural operate differently rural rarely has security guards. Public health guidelines are followed to 50% capacity. Urban locations have security operating the entrances.
- d) **What other safety measures are in place (for example, plexiglass at cash registers, floor markers, customers bagging purchases)?** In addition to ones mentioned, customers must wear a proper mask to enter the store. Sanitization is encouraged to all public as they enter.
- e) **What changes have been made to opening hours for stores and the length of shifts or number of working hours for all workers?** Hours of operation have normalized throughout the pandemic. There is very little sign of business slowing down as we head towards xmas stockup period.
- f) **Are any attempts being made to end measures put in place during the pandemic?** None observed to date.

5. COVID-19 and privatization:

- a) **Do safety requirements for publicly owned stores also apply to agency stores and/or private retailers?** Public health guidelines dictate agencies behavior. Manitoba Liquor and Lotteries enforce the Liquor Act and regulations.
- b) **Are restaurants being permitted to sell alcoholic beverages with takeout/delivery orders?** Those rules were loosened during the pandemic and may stay.
- c) **If restaurants are being permitted to sell alcoholic beverages with takeout/delivery orders, are there proposals to keep the measure after the pandemic ends?** Business has lost so much from the closure that it may be difficult to take it away.

6. Privatization:

Have there been any announcements in the last 6 months regarding privatization of alcohol sales?

As for privatizing the only things I'm hearing is local...

I was hearing some loss, of possible hours for part time people.

The rural stores, that are planned to have the controlled entrances, have a time frame to put the doors into stores, the work usually last 4-5 days, and when the stores are closed.

For the reno's, mgmt. usually uses part time staff to be in the store, while the the work is done. What I am hearing is, that mgmt will make use of a security company, instead of our part time people, while the work is being done.

7. Major campaigns and communications: ?

8. Any other major activities to report:??

Liquor Board Representatives
Videoconference
September 22, 2020



Component Report

Liquor Board Representatives Working Session

Component Reporting: OPSEU, Liquor Board Employees Division (LBED)

Number of members:

7,399 members (casuals, permanent full-time, permanent part-time and seasonals). When fixed-terms come into the workplace, May to Labour Day, Nov. 15 to Dec. 31, there are more than 10,000 members.

1. Government/political climate: Conservative majority government, fixed term, 2018 to 2022. (Some speculation the government may try to amend the fixed term limit so they could go to a spring election 2021.)

2. Collective bargaining update:

Collective agreement expires March 31, 2021. Pre-bargaining conference scheduled for Oct. 24, 2020.

3. Significant grievance arbitration decisions:

None

4. COVID-19:

a) What PPE is being provided by the employer?

Face shields

b) What restrictions have been put in place on the number of people allowed in stores and where they can go in stores? (Are customers restricted to picking up orders at the counter?)

Arrows to manage customer flow, floor markers to ensure recommended distance apart.

Number of customers allowed in stores is limited to allow for maintenance of 2 metres of physical distance. Line outside stores are clearly marked to identify 2 metres of distance between those waiting to enter.

If there are restrictions on the number of customers in a store, are there security guards or additional staff to enforce those restrictions, or are staff expected to enforce the restrictions in addition to their usual duties?

Since the opening of Stage 3 in Ontario some security have been redeployed to other companies. The LCBO continues to utilize security based on demand, theft and store size.

c) What other safety measures are in place (for example, plexiglass at cash registers, floor markers, customers bagging purchases)?

Plexiglass shields at cash

Increased sanitation/cleaning

Security in select locations

Encourage payments by debit/credit machines

Consumer tastings are cancelled

Enforcement of LCBO COVID protocols to all third-party vendors who interact with our employees

Customers are required to bag their own purchase if using a re-usable (enviro) bag

d) What changes have been made to opening hours for stores and the length of shifts or number of working hours for all workers?

Closed on Mondays

Most locations have resumed their “normal hours” of operation. Pre Covid select locations throughout the province had a closing time of 11 pm those hours have not been extended back.

During the first few months of COVID our working hours increased. Many casuals were able to get up to 40hrs/week as well as overtime due to record sales.

e) Are any attempts being made to end measures put in place during the pandemic?

The LCBO continues to reduce or eliminate measures that were put in place during the early days of the pandemic. The Employer continues to raise the customer numbers in stores and we continue to fight back to ensure compliance with physical distancing measures laid out by Public Health Ontario.

5. COVID-19 and privatization:

a) Do safety requirements for publicly owned stores also apply to agency stores and/or private retailers?

Agency and private retailers can continue to sell alcohol on Mondays even though LCBO stores are closed.

Hours for the privately-owned LCBO Convenience Outlets (formerly called agency stores) are not required to be the same as for LCBO stores. The only requirement for the privately-owned stores is that they follow the government regulator’s ‘permissible hours of sale’ rule for retail sales of alcohol: Monday to Sunday 9 a.m. – 11 p.m.

Are restaurants being permitted to sell alcoholic beverages with takeout/delivery orders?

Yes. (O.Reg 719 under the Liquor Licensing Act.)

b) If restaurants are being permitted to sell alcoholic beverages with takeout/delivery orders, are there proposals to keep the measure after the pandemic ends?

O.Reg 719 is in place until Dec. 31, 2020, but the hospitality industry is lobbying to extend/make permanent. Back in May, Premier Ford suggested he would make this change permanent.

6. Privatization:

Have there been any announcements in the last 6 months regarding privatization of alcohol sales?

Beyond the regulatory change to temporarily allow bars and restaurants sell alcohol with takeout food there has been no announcement. When asked in June by Toronto Sun columnist (and big promoter of privatization) Brian Lilley about beer and wine in corner stores, Ford said: "I don't think it's a bad idea. That's my opinion. I want to sit down with our cabinet and give you a straight answer. But right now, everything's on the table," Ford said. As for beer and wine in corner stores, Ford said he hadn't dropped that. "I'm not walking away from it at all, but I have higher priorities than beer and wine in the corner stores right now."

7. Major campaigns and communications:

An OPSEU-commissioned poll of 1,000 Ontarians in May 2020 found that twice as many people oppose the privatization of the LCBO as support it.

Building on this poll finding, a new campaign proposal was submitted to the OPSEU Executive Board, with the help of the Anti-Privatization Committee (APC), the Divisional Executive and OPSEU staff.

The new proposal was approved in August and the campaign was implemented.

The campaign included the following elements:

LBED SUMMER FACE MASKS CAMPAIGN:

- 8000 face masks, message: LCBO. Essentially yours + OPSEU logo
- 8000 face masks, message: LCBO. KEEP IT PUBLIC.CA + OPSEU logo)
- 500 face masks in French, split between the two messages
- 16 hours of time off for each of the 43 locals to distribute the masks
- Production of two videos (15 seconds and 30 seconds)
- Updating the content on the website keepitpublic.ca: \$6,102

As our members began to promote the campaign, the employer deemed that the messaging on the face masks was too political. This was anticipated. We encourage our members to promote the campaign throughout the communities and on social media. Our goal continues to be to spark conversation within our communities.

The keepitpublic.ca page has been refreshed. Our goal is to continue directing people to this page. The social media campaign that has been developed and was well received. It continues to be shared.

The APC committee will be meeting on October 2nd to discuss further action. It remains clear that our fight is far from over. The Convenience Store Association and the Retail Council of Canada continue to lobby the government. However, LCBO employees have built an enormous amount of goodwill with the public. We will continue to raise awareness in our communities and to fight against privatization.

8. Any other major activities to report:

No

Liquor Board Representatives
Videoconference
September 22, 2020



Component Report

Liquor Board Representatives Working Session

Component Reporting:

Number of members: 5000 (134 LCC, 33 CMC)

1. Government/political climate:

The provincial government declared a Public Health state of emergency six months ago due to the COVID 19 pandemic and that status has not changed. The number of cases in PEI has risen to 57. At the moment, there is one active case and there have been no hospital admissions or deaths. P.E.I. has controlled community spread thus far and has done so through its policy of self-isolation for people arriving from outside the Atlantic bubble. We are in an Atlantic bubble with Newfoundland, Nova Scotia and New Brunswick.

The province has implemented a phased approach to relaxing COVID-19 public health restrictions for Prince Edward Island. The plan has four distinct phases, with a gradual lifting of restrictions for individuals, communities and organizations. Phase #4 began on June 26, 2020 and reflects the changes in safety measures in this report in comparison to the last report.

We have a by-election coming up with the resignation of one of the opposition MLA's. If the government wins the seat, it will give them a majority status. They are currently a minority government with the Green party the official opposition.

2. Collective bargaining update:

The Union of Public Sector Employees and the Civil Service signed a new collective agreement in September 2019. The UPSE bargaining team worked hard to secure a fair wage and benefit package for the membership. Wage increases are for 7.25% over four years.

3. Significant grievance arbitration decisions:

Staffing issues continue to be the biggest challenge as the employer is not consistently posting permanent positions. We requested a vacancy review from the employer to ensure that positions were being filled.

4. COVID-19:

a) What PPE is being provided by the employer?

The employer is providing masks, gloves and hand sanitizer for our members. Plexiglass barriers are also in place at all cash registers.

What restrictions have been put in place on the number of people allowed in stores and where they can go in stores? (Are customers restricted to picking up orders at the counter?)

Currently there are restrictions about the number of people allowed in the store. Initially customers were only permitted as far as the cash counter and their product was brought to the counter by staff. Customers are now able to browse and bring their own order to the counter.

b) If there are restrictions on the number of customers in a store, are there security guards or additional staff to enforce those restrictions, or are staff expected to enforce the restrictions in addition to their usual duties?

Staff have taken over the role of enforcing restrictions.

c) What other safety measures are in place (for example, plexiglass at cash registers, floor markers, customers bagging purchases)?

There are floor markers, hand sanitizer, plexiglass barriers at the point of sale, and customers bag their own purchases.

d) What changes have been made to opening hours for stores and the length of shifts or number of working hours for all workers?

All stores are back to regular operating hours (9 a.m. to 9 p.m. except Sundays 12 – 5 p.m.)

e) Are any attempts being made to end measures put in place during the pandemic?

Yes, the measures in this report are reduced since the measures last reported in accordance with the phased approach to relaxing COVID-19 public health restrictions for Prince Edward Island (phase #4 started June 26, 2020).

Many businesses, workplaces and government services have reopened with extra safety precautions and physical distancing measures in place. All businesses and organizations are different and must have their own operational plans readily available and in place to keep people safe.

5. COVID-19 and privatization:

a) Do safety requirements for publicly owned stores also apply to agency stores and/or private retailers?

Agency stores have safety requirements, however, they do not necessarily mirror the public stores.

b) Are restaurants being permitted to sell alcoholic beverages with takeout/delivery orders?

Yes, they are. The government changed legislation in March to allow that to happen

c) If restaurants are being permitted to sell alcoholic beverages with takeout/delivery orders, are there proposals to keep the measure after the pandemic ends?

The government amended the *Liquor Control Act* so that restaurants could sell alcoholic beverages with takeout/delivery orders. These regulations came into force on March 21, 2020. There are no plans to reverse the amendments.

6. Privatization:

Have there been any announcements in the last 6 months regarding privatization of alcohol sales?

No, but this issue is on UPSE's radar as the provincial government has indicated it will broaden the offerings of beer and wine to convenience stores around the province. As part of this proposal, 25% of what stores carry will have to be local beer or wine. The province says this is about fairness for Island consumers and an opportunity to promote PEI products and tourism.

The PEI Liquor commission regulates alcohol sales and operates 18 provincially run retail stores throughout the province. In 2012 the province allowed agency stores in areas where there weren't government-run outlets. There are currently 8 agency stores. UPSE continues to lobby against any further privatization of Liquor sales.

7. Major campaigns and communications:

UPSE's latest campaign was called "Faces of the Frontlines" and showcased UPSE members across the province including LCC workers. The campaign raised the profile of UPSE members and the important work they do ... especially during these difficult and challenging times.

8. Any other major activities to report:

Liquor Board Representatives
Videoconference
September 22, 2020



Component Report

Liquor Board Representatives Working Session

Component Reporting: NSGEU Locals 470 (Retail & Distribution Centre), 470E (Clerical) & 1670 Store Managers

Number of members: Local 470 – 1397 (casual, Reg. Part-Time & Full-Time)
Local 470E – 31
Local 1670 – 196

- 1. Government/political climate:** Liberal (slim) majority leader Premier Stephen McNeil is stepping down. The Liberal party will elect a new leader on February 6th. Candidates are unknown at this point, but they will have until October 9 to declare their intentions to run for the leadership position. Nova Scotia is still under a state of emergency order.
- 2. Collective bargaining update:** Collective Agreements expire March 31, 2021.
- 3. Significant grievance arbitration decisions:** None.

4. COVID-19:

a) What PPE is being provided by the employer?

- Cloth and reusable masks
- Hand sanitizer
- Gloves

b) What restrictions have been put in place on the number of people allowed in stores and where they can go in stores? (Are customers restricted to picking up orders at the counter?)

Customers may move freely through the stores. Signage regarding distancing is in place. Managers are able to use discretion in limiting customers, depending on the size of the store and the ability to properly distance.

c) If there are restrictions on the number of customers in a store, are there security guards or additional staff to enforce those restrictions, or are staff expected to enforce the restrictions in addition to their usual duties?

No, security guards are used in high volume theft stores only, during peak hours. Members are limiting the number of customers at the door to allow their given amount of in at a time.

d) What other safety measures are in place (for example, plexiglass at cash registers, floor markers, customers bagging purchases)?

- Hand sanitizer for customers
- Plexiglas at cash
- Enhanced cleaning measures and supplies
- Store signage regarding distancing and self-symptom check
- No customer tastings

e) What changes have been made to opening hours for stores and the length of shifts or number of working hours for all workers?

Currently store are open from 10am to 9pm Monday to Saturday and 12pm to 5pm Sundays. There is no plan to return to 10pm closing time.

f) Are any attempts being made to end measures put in place during the pandemic?

- Bag your own product has recently been lifted

- \$1.50 enhance pay premium ended July 26
- 100% clerical staff returned to office as of September (previously at 50%)

5. COVID-19 and privatization:

a) Do safety requirements for publicly owned stores also apply to agency stores and/or private retailers?

No, with the exception of the Public Health directive on mandatory masks.

b) Are restaurants being permitted to sell alcoholic beverages with takeout/delivery orders?

Yes, with the following restrictions:

- Beverages must be pre-packaged products from producers, which include wine, beer and cider, but no mixed drinks.
- The value of the alcohol sold must also be no more than three times the value of the food purchase.
- Delivery must be done by an employee of the restaurant who is 19 or older.

c) If restaurants are being permitted to sell alcoholic beverages with takeout/delivery orders, are there proposals to keep the measure after the pandemic ends?

Yes.

6. Privatization:

Have there been any announcements in the last 6 months regarding privatization of alcohol sales? No.

7. Major campaigns and communications:

8. Any other major activities to report:

NAPE COMPONENT LIQUOR BOARD REPORT

1. Government/Political Climate

- Recent change in leadership due to resignation of Premier Dwight Ball who was re-elected in 2019.
- Andrew Furey new Liberal leader.
- Cabinet shuffle. New Finance Minister also Minister assigned to NLC (Siobian Coady) crossed the floor more times than a Rumba. No dealings with yet, not overly excited about same.
- 2020 year from hell. Started with snowmagedon S.O.E. closed stores in St. John's for 10 consecutive days followed by Covid. Muskrat Falls fiasco prior to all this.
- Provincial debt currently sitting at \$14.2 B up from \$13.9 B in December. The deficit had risen to more than \$1.1.B, up from \$522 M presented in 2019 budget.

2. NLC contract expired March 31, 2020

- Realizing financial state of province at the time, started process early.
- Agreed on 2 year extension of contact with 4% wage increase (over 18 months):
 - 2% April 1st 2020
 - 1% April 1st 2021
 - 1% October 1st 2021
- Contract expires March 31, 2022.
- Everything else remains the same.

3. No significant arbitration decisions relating to NLC since last component report.

- 4.
- (a) Masks and gloves.
 - (b) Beginning of Covid:
 - call or email orders only
 - maximum customers allowed – 10 persons
 - stores with larger square footage – 15 persons
 - currently 20 persons – average maximum capacity
 - currently 40 persons – larger stores
 - Still filling on-line orders as well as walk-ins.
 - Staff bagging for most part. Customers may if concerns.
 - (c) Security guards at beginning, #'s now enforced by management.
 - (d) Plexi-glass at all cash registers. Markings and arrows on floor.2 | P a g e

- (e) Staff back to regular hours since June. Originally 10 am to 6 pm; now 10 am to 10 pm.
 - (f) No.
5. (a) Must follow provincial guidelines, beyond that unsure of measures they have in place as NAPE does not represent private retailers. Adherence to provincial guidelines enforced by Liquor Licensing Enforcement Officers.
- (b) Yes, but not making a significant dent in our business due to higher prices on alcohol in restaurants compared to retail stores.
- (c) Unsure, nothing proposed to date.
6. With two year extension of contract means we also retain contract language re. privatization and contracting out until March 31, 2022 (MOU p. 119 NLC CA). Also retain letters re. Attrition and Layoffs (MOU p:116 and 117 NLC CA).
7. No major campaigns.
8. Loblaws Strike:
- 3 stores closed temporarily
 - 2 satellite locations



NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES

- B. C. Government and Service Employees' Union (BCGEU)
- Health Sciences Association of British Columbia (HSABC)
- Health Sciences Association of Alberta (HSAA)
- Saskatchewan Government and General Employees' Union (SGEU)
- Manitoba Government and General Employees' Union (MGEU)
- Ontario Public Service Employees Union (OPSEU)
- Canadian Union of Brewery and General Workers (CUBGW)
- New Brunswick Union of Public and Private Employees (NBU)
- Nova Scotia Government and General Employees Union (NSGEU)
- PEI Union of Public Sector Employees (PEI UPSE)
- Newfoundland & Labrador Association of Public and Private Employees (NAPE)

The National Union of Public and General Employees is an affiliate of the Canadian Labour Congress and a member of Public Services International.

■ 15 AURIGA DRIVE
NEPEAN, ONTARIO
CANADA / K2E 1B7

■ [613] 228-9800
FAX [613] 228-9801

■ www.nupge.ca

■ national@nupge.ca

