

Memorandum of Agreement

Between

The LCBO (The Employer)  
And  
The LBED of OPSEU (The Union)

In the mutual interest of building stronger relationships between the parties and enhancing the Parties abilities to solve common problems, the following is agreed to:

The Employer agrees not to exercise discriminatory practices concerning Union leave requests.

The Union agrees that the leaves requested by the Union may be withheld if such leaves disrupt the Employer's operations.

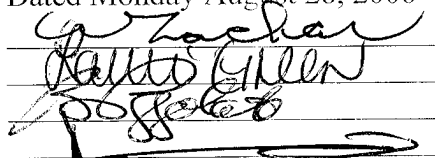
The Employer agrees to recognize Union Representatives as designated by the Union. The parties agree to have local management and local union representation determine a labour relations protocol including structural and communication relationships, while the parties continue to address these issues provincially. Specifically, Local Labour Management Committees for retail, logistics and head office will include this as an agenda item for their next meeting. In the case of composite locals, management will meet with the unit steward. Agreements reached locally will be of an interim measure pending resolution by the parties provincially.

The Union shall provide the Employer with an updated list annually of its Officers, Zone Representatives and Union Representatives. The Union shall notify the Employer of any revisions to this list as they occur.

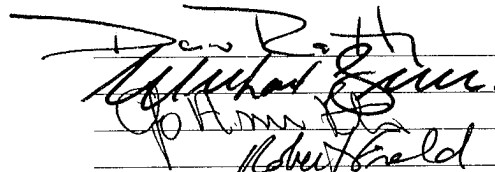
The Union also agrees to the undertaking of submitting a proposal to the Employer. The proposal will contain the intended changes desired in the Collective Agreement to reflect the difference between the previous OLBEU organization structure, and the LBED Division of OPSEU structure. The Union agrees to forward this proposal on, or before, October 6, 2006.

The Union agrees to withdraw the Policy Grievance outlined in an email from Terry Moore dated April 3<sup>rd</sup>, 2006 regarding steward recognition and the corresponding OLRB complaint dated April 12<sup>th</sup>, 2006, File 0143-06-U.

Dated Monday August 28, 2006

Handwritten signatures for the Employer, including names like "G. Zachar" and "Dante Green".

For The Employer

Handwritten signatures for the Union, including names like "Don Roth" and "Robert Gold".

For the Union