



April 6, 2017

To: All Trade Councils  
Re: **Ongoing Collective Bargaining Update**

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Dear Trade Partners,

We remain committed to keeping you informed during collective bargaining, which resumed earlier this week between the LCBO and OPSEU Liquor Board Employees Division (LBED), the union representing 8,100 of our employees.

Our goal is to negotiate a fair, sustainable and responsible collective agreement that reflects the important role our employees play, while allowing the LCBO to adapt to the changing nature of our business. We know that there will be some challenges, but will work to negotiate an agreement quickly.

We are developing contingency plans to continue to provide service to our trade partners in the event of a work disruption and will share more with you as these plans evolve. We also recognize that as negotiations go on, you will likely see an increase in interest by various groups. If you have bargaining-related questions, or need any support in answering questions from your staff, customers, or local media, our SMI and Corporate Communications teams are available.

We will be using our newly-launched LCBO Negotiations website ([www.lcbonegotiations.com](http://www.lcbonegotiations.com)) to provide regular, factual communications throughout negotiations. We hope that you'll check the site for updates as the bargaining process unfolds.

Thank you,

Shari Mogk-Edwards  
Vice President  
Products, Sales & Merchandising

