



April 13, 2017

To: All Supplying Sources to Grocery Channel

Re: **Ongoing Collective Bargaining Update**

Dear Supplying Sources to Grocery Channel,

Christiane Dini

Director, Grocery Operations

chris.dini@lcbo.com

416-365-5714 Tel.

We remain committed to keeping you informed during collective bargaining, which resumed last 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.

Grocery stores selling wine, beer and cider are privately owned and operated and their operating hours would not be impacted in the event of a LCBO work disruption. LCBO is the wholesale supplier to these authorized grocers and we are currently developing contingency plans and working closely with our grocery partners to ensure continued service in the event of a work disruption. 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 Grocery Operations and Corporate Communications teams are available.

We will be using our newly-launched LCBO Negotiations website (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,

Chris Dini
Director, Grocery Operations

