

Canadian Union of Brewery and General Workers Component 325

APRIL, 2011

Retirement



Brothers **Steve Dimitrijevic**, packaging; **John Bennett**, maintenance; and **Ross Maynard**, maintenance have retired. We thank them for their many years of loyal and faithful service as employees of Molson Breweries and as cherished Members of Local 325. On behalf of the entire Membership, we wish Steve, John and Ross all the best in their retirement.

In Memoriam



We remember two of our Brothers who have recently passed away, **Kevin Horner**, brewing and **Gary Peterson**, warehouse. All were valued members of our local, and will be missed dearly. Our deepest sympathies are extended to the Horner and Peterson families.

LOCAL 325

Canadian Union of Brewery and General Workers Component 325

Welcome



On behalf of Brother Hamilton, our Executive, Stewards and the entire Membership of Local 325 we would like to welcome 36 new Members to our Local. All have gained seniority over the last few months. Please take a moment to extend your personal welcome to all.

LONG	KUOCH	Packaging
HAMIDULLA	ADEL	Packaging
JAYASHREE	JANAKIRAMAN	Packaging
VIJITHARAN	NAVEENDRAN	Packaging
JASON	EURKE	Packaging
JAKE	COOPER	Packaging
JODY	PERDUE	Packaging
SEAN	FENTON	Packaging
KEVIN	JOHNSON	Packaging
CODY	JONES	Packaging
MANUEL	RODRIGUES	Packaging
RANDALL	LLOYD	Kegging
DANIEL	STOROZUK	Kegging
BONITA	KARTAU	Packaging
TOM	MANKIEWICZ	Packaging
CHRISTOPHER	VENTURA	Packaging
SEAN	CAREY	Packaging
PAHIRATHAN	NANTHAKUMAR	Packaging
REESE	MUISE	Packaging
SCOTT	DEMILLE	Packaging
ANDREA	KEEFE	Packaging
SYLWIA	KUBIAK	Packaging
NATHAN	SILVESTRI	Packaging
SEAN	SMYTH	Packaging
BILHAR	TWANNA	Brewing
EYGENY	MATYUKHIN	Brewing

ROB	ROBERTSON	Brewing
MICHAEL	BAJUS	Brewing
MARK	DATZKIW	Brewing
DAVE	SMITH	Brewing
NICK	MUZZIN	Brewing
CHARLES	SCHERLE	Brewing
EDUARDO	VILORIO	Warehouse
LUIS	ALARCON	Warehouse
ADRIANO	BERNARDO	Warehouse
FRED	DONAHUE	Warehouse

New Member Orientation

Most of the recent new members have attended new member orientation sessions held at the Quality Suites Hotel, 262 Carlingview Drive. As numbers dictate we will continue to organize further sessions. All new members will have the opportunity to attend; letters will be sent out by Brother Sturrock. The sessions provide the opportunity for Brother Hamilton, Gemmiti and Sturrock to meet with and discuss the history of OUR UNION, the Constitution of the Local, the collective agreement, the insurance benefit plan and the importance of being an active member. These orientations have been very well received in the past and we do hope they are of value to our new Brothers and Sisters in the Local. These sessions are paid for by the Union as we see it as an important step to introducing the new members to Local 325.

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Component 325

Membership Cards

If you have not already done so, please stop by the Union office for your Union membership card and a copy of Our Collective Agreement

Membership Meeting

Thank you to all in attendance at our recent membership meetings. We have had a quorum at our January, February and March meetings. There are new overtime guidelines in the Brewing and Packaging departments that were passed by the membership. Glen Hamilton updated the membership of the highlights of the recent new collective bargaining agreement at the Montreal Molson Brewery (Teamsters Local 1999). Glen discussed with the members the concern over the recent developments in the state of Wisconsin where the government is drastically limiting the bargaining rights of Unions. Brother Sharma our Treasurer presented the treasurers report on our finances up to January 2011.

Our next Membership Meetings are scheduled for the 17th of April and May 15th. Please make an effort to be in attendance if at all possible.

Committee Meeting

Our next Committee Meeting is scheduled for the 7th of April. The entire Local 325 Committee gets together four times a year at the Quality Suites Hotel on Dixon Road to discuss a wide range of issues that are of concern to the Membership. It has always been a great opportunity for all in attendance to see what is happening in the other departments and to see if solutions in one area can fit the next. Thanks to all for their ongoing contributions.

NUPGE Board Meeting, CLC Convention and Brewery Council Meeting

Brothers Hamilton and Sturrock were in attendance at our National Union's Executive Board Meeting in Ottawa on March 7th and 8th. These meetings are held four times a year and bring together elected leaders of all the 12 components that make up NUPGE (National Union of Public and General Employees). James Clancy, President of NUPGE, addressed the board on the successful resolutions regarding the issue of "raiding". He presented the proposed amendments of the CLC constitution which will be voted on at the upcoming CLC convention. The next Executive board meeting will be held in Vancouver on May 8th. This meeting is being held in conjunction with the CLC convention from May 9th to 13th which Glen and I will be delegates.

The Brewery Council meeting will be held in Montreal on the 27th – 28th of June. Brother Hamilton will be attending. This meeting is held once a year and is attended by Union Locals that represent the workers of various Breweries in Canada.

To find out more about your National Union, check them out on line at. <http://www.nupge.ca>

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Education Week

Our annual Union Education Week is scheduled to take place at Fern Resort in Orillia, from June 6th to 10th. This is an annual event for our entire Union Committee to get together outside of the normal work environment. This year's agenda will focus mainly on the many in house issues closely relating to our memberships needs. Some of the many topics we plan on discussing are, our Collective agreement, and the new overtime guidelines in the Brewing and Packaging departments. Also the grievance procedure, the Defined Benefit Pension Plan and the recently negotiated Defined Contribution Pension Plan. We will also review the recently negotiated Collective Agreement in Montreal by Molson Teamsters Local 1999. It should be an informative and enjoyable week for all.



Pension Credited Service

Brother Hamilton is currently in discussions with the Company the loss of credited service to some of the members who were long term temporary employees (over 4 years of continuous service). We will keep those who are affected informed. If you believe you may be affected please stop by the Union office.

85 Points

A reminder to anyone contemplating early retirement as you hit the 85 point mark (age plus years of service). Please drop by the Union office if you have any questions around your eligibility for the early retirement payout of \$30,000. You are required to leave the 1st of the month following your first becoming eligible. Members who retire this year are also eligible to an additional \$20,000 as payment for the partial reduction in the 10% spousal deduction.

Pension Statements

The Company will soon be sending out the annual pension statements to all seniority members. We ask that carefully check your seniority date, your beneficiary and all other particulars for any omissions or errors. Please bring any concerns regarding your statement to the Union office immediately as making corrections is a time consuming process.

Safety Committee

There will be an election for the Safety committee in late May and June of this year. It will be followed by the election for the position of Local 325 Health and Safety Co-chair. If you are interested in either a position as a departmental Designate H&S representative or as an Alternate H&S please drop your application off at the Union office or by e-mail.

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Grievance Problems

Great strides have been made in expediting resolutions in regards to the Grievance procedure. We are up to date for the first time in many years and would like to keep it that way. Thanks to all involved in helping to clean up the back log. It is also the responsibility of each member to keep informed as to where their grievance is and when you can expect an answer.

We continue to push the Company along in respect to timelines through dialog and the grievance procedure. If contractual timelines are violated we will move the grievance on to the next step in the procedure. Each and every member has the right to know exactly where their grievance is, and when they can expect a resolution.

Maintenance Meetings

Brothers Hamilton, Sturrock, McCulloch, Savoy and Kindellan have been meeting with company representatives on a regular basis to discuss the recent proposal submitted by the members of the Maintenance dept. Concerns such as training, manpower, transfers, vacation and overtime issues are being discussed.

Training

Brother Hamilton and I are constantly talking to the Company regarding its lack of training of all members. The departmental Stewards are also addressing training issues through their monthly departmental meetings. Glen and I are meeting with the new WCM manager Paul Swindall, Benoit Maillette and Paul Miller to restart the Brewery Steering Committee which will hopefully address these issues in conjunction with WCM.

Moosehead Local 362

Our fellow Brothers and Sisters of NBUPPE/NUPGE Local 362 were **Locked Out for 6 weeks**. The 172 members of the Moosehead brewery in New Brunswick were locked out on the 20th of February until March 30th. They were in bargaining since the end of December 2010. The main dispute was over post retirement benefits. The members ratified a 7 year contract by a 77% majority, with a 6.5% increase in wages for operators and 7.5% for trades over the life of the agreement. They negotiated new post retirement benefit language which we are waiting further information on.

Addresses

All Members of Local 325 please advise the Union office of any change of address or phone number.

Manulife

We again remind all members that if you are having difficulty with a claim or if it has not been paid for by the insurance company, to drop by the office to review your claim to ensure you getting the coverage that has been negotiated. We urge everyone to photocopy all receipts that that are being submitted.

Newsletter Content

Any ideas, stories or suggestions as to the content of this newsletter would be much appreciated.
<mailto:brian.sturrock@molsoncoors.com>



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