

Canadian Union of Brewery and General Workers Component 325

November, 2011

Retirement



Brothers **Glen King**, and **Mario Mangion**, packaging department; **Bob Huston**, **Herb Mills**, and **Ron Hyde**, maintenance department 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 Glen, Mario, Bob, Herb and Ron all the best in their retirement.

In Memoriam



We remember our Brothers who have recently passed away; **Robert Baldwin** and **David Edwards**, of the maintenance department. Both brothers were valued members of our local, and will be missed dearly. Our deepest sympathies are extended to the Baldwin and Edwards families.

LOCAL 325

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Welcome New Members



On behalf of Brother Hamilton, our Executive, Stewards and the entire Membership of **Local 325** we would like to welcome **20** 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.

HECTOR	TIBBY	Packaging
MATTHEW	HEPDITCH	Packaging
JAMES	SIMPSON	Packaging
ROBERT	ARIFF	Packaging
TROY	RAWLINS	Packaging
JOHNATHAN	D'ANGELO	Packaging
JIM	NANOS	Packaging
JOHN	MORRISON	Packaging
MITCHEL	SNIDER	Packaging
AMIT	SAINI	Packaging
WAYNE	DUGGAN	Packaging
KEVIN	ROY	Maint.
RICHARD	TIMMERS	Maint.
JOHN	COLWELL	Maint.
DAVE	MORGAN	Maint.
SRIGAJENDIRA	KANAGARATNAM	Packaging
JAQUELINE	MILLER	Packaging
CRAIG	BOWERN	Maint.
COLLEEN	TRAINOR	Packaging
BRIAN	TRIMBLE	Brewing

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 of invitation 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 and by-laws 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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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

OFL Convention, NUPGE Board Meeting

Brothers Hamilton and Sturrock will be delegates at upcoming Ontario Federation of Labour Convention being held in Toronto from November 21 to 25, 2011. Will we give the membership a summary of the issues discussed at the convention at our January 15th, 2012 General Membership meeting. We will also be in attendance at our National Union's Executive Board Meeting in Ottawa on December 5th & 6th, 2011. These meetings are held four times a year and bring together the elected leaders of all the 12 components that make up NUPGE (National Union of Public and General Employees). Glen and I will also give an update of these proceedings to the members at our January meeting.

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

Teamsters Local 1999-Montreal

Brother Hamilton and Sturrock will be meeting with the newly elected President of Teamsters Local 1999 Eric Picotte who represents the workers at the Montreal Molson Brewery on December 7, 2011. We will also be meeting with their Business agent Gilles Lafortune and Benoit Turcotte, Secretary V.P.

Membership Meetings

Thank you to all in attendance at our recent membership meetings. We have had a quorum at all of our meetings this year except for April.

The dates for our Membership Meetings for next year will be; January 15, February 12, March 18, April 15, May 13, September 16, October 21 and November 18, 2012. Please make an effort to be in attendance if at all possible.

Committee Meeting

Our next Committee Meeting is scheduled for the 8th of December. 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.

Warehouse Steward Alternate Midnight Shift

Due to the resignation of Brother Danny Cavicchia, there is a vacancy for an Alternate Steward for the midnight shift in the Warehouse department. If you are interested please submit your name to the Union office. We thank Danny for his contributions to the membership.



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Pension Credited Service

Brother's Hamilton and Gemmiti are currently in discussions with the Company regarding the loss of credited service to some of the members who were long term temporary employees (over 4 years of continuous service). Gerry has been in contact with many of the members who are affected. Currently there are 50 members who the Union is questioning the amount of credited service, which is about 20% of the current membership. If you believe you may be affected please stop by the Union office, we cannot act on your behalf unless we can review your pension statement.

85 Points

A reminder to anyone contemplating early retirement as you hit the 85 point mark (age 55 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 when you first become 85 point eligible. Members who retire this year (2011) are also eligible to an additional \$20,000 as payment for the partial reduction in the spousal deduction. Members who retire in 2012 are entitled to \$17,500 plus a reduction of the spousal benefit to 6.5%.

Pension Statements

The Company sent out the annual pension statements to all entitled members in May / June of this year. We ask that you carefully check your hire date, 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. It is very important that the information on the statement is accurate as it will affect the amount of your retirement benefit.

Safety Committee

There will be an additional election required for vacancies in the Brewing department this month. The election dates are November 11, 12, 25 & 26th (26th if required). There is still a vacancy for Packaging WEC Alternate Representative and Maintenance Alternate Representative WEC. If you are interested in one of these positions please drop off a letter at the Union office or by e-mail.

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.



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New Management

The Executive and Stewards would like to welcome the new Brewery Manager, Martin Gonzalez to our Brewery. Over the course of the past year we have seen a lot of new personnel in management, both on the floor and at senior positions. We welcome the opportunity to continue working with them in making Our Brewery the preferred supplier in the Molson Coors organization and succeeding on the path to becoming a World Class Manufacturing business.

Addresses

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

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, Gerry and I are meeting with the senior management team (the Brewery Steering Committee) which will hopefully address these issues in conjunction with WCM. The BMUE (brewery management / union executive) meetings have also restarted. This meeting is scheduled once a month and allows for discussions on issues which are affecting the members and brewery operations.

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. These are benefits that you are **entitled to** through many rounds of contract negotiations. We urge everyone to photocopy all receipts that that are being submitted.



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Merry Christmas



On behalf of Brother Hamilton, our Executive, and Stewards, we would like to wish each of you all the best this Holiday Season. Much health and happiness to each of you, and your families throughout this Holiday Season.

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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