

# Canadian Union of Brewery and General Workers Component 325

March, 2012

# LOCAL 325

## Retirement



Brothers **Danny Wey**, maintenance department, **Tony Cammarota**, packaging department and **Czeslav (Chester) Ostrowski**, brewing 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 Danny and Chester all the best in their retirement.



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## Welcome New Members

## In Memoriam



We remember our Brothers who have recently passed away; **Greg Greco**, retired President of Local 325 and **Mike Perrin** of the packaging department. Both brothers were valued members of our local, and will be missed dearly. Our deepest sympathies are extended to the Greco and Perrin families.



As we remember our fellow Brother and past President of 24 years, Greg Greco with pride, respect and a great sense of loss. We as "his members" of Local 325 cannot express enough gratitude for his 30 years of true leadership in which he guided and lead this Local and Brewery to the success it is today. It is the responsibility of every one of us to protect the great legacy Greg left us with and to build upon it for today and for our future Brothers and Sisters.



On behalf of Brother Hamilton, our Executive, Stewards and the entire Membership of **Local 325** we would like to welcome **13** 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.

TONY	REID	Brewing
BRYAN	BENN	Brewing
DENNIS	RUSTJA	Kegging
TIM	DYE	Kegging
BENJAMIN	BERNIE	Kegging
JASON	BEVERIDGE	Packaging
DOMENIC	SPINOSA	Packaging
MIKE	LAINÉ	Packaging
TEJINDER	BAJWA	Packaging
AYISHA	SMITH	Packaging
CONOR	RICE	Maintenance
TIM	ROBB	Maintenance
PHILIP	SINGZON	Maintenance



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## 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's 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**.

## 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.

## NUPGE Board Meeting & Brewery Council Meeting

Our National Union's Executive Board Meeting in Toronto on March 22nd & 23<sup>rd</sup>, 2012 has been cancelled and has been rescheduled for May 24<sup>th</sup> and 25<sup>th</sup> in Toronto. 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).

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

Brother Hamilton and Sturrock will be in attendance at the Canadian Brewery Council meeting in Kelowna, B.C. on June 27<sup>th</sup> – 29<sup>th</sup>. These meetings take place annually and bring together elected union officials from across the entire country for discussions on a wide range of topics relating to the brewing industry in Canada.



## Membership Meetings

# Canadian Union of Brewery and General Workers Component 325

Thank you to all in attendance at our recent membership meetings. Unfortunately we did not have a quorum at our March 2012 meeting. To hold an official meeting we need a quorum of 25 members, so please make an effort to attend and be involved in the activities of your union.

The remaining dates for our Membership Meetings for this year are; April 15, May 13, September 16, October 21 and November 18, 2012.

## Education Week

Our annual Union Education Week is scheduled to take place at Fern Resort in Orillia, from June 4th to 8th. 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. This year there will be guest speakers from the Toronto District Labour Council. It should be an informative and enjoyable week for all.



## Warehouse Steward Alternate Midnight Shift

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.

## Pension Credited Service

Brother's Hamilton and Gemmiti have been successful in obtaining increases in the amount of credited service for over 40 of our members. With assistance from our legal firm we are currently following up on another 6 members. The Company has also been notified officially with regards to this matter to protect both current and future members. We are also seeking legal opinion as to which pension plan some of the newer members should be enrolled in, either the defined benefit plan or the defined contribution plan.

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

# Canadian Union of Brewery and General Workers

## Component 325

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 1<sup>st</sup> of the month following when you first become 85 point eligible. Members who retire in 2012 are also entitled to an additional \$17,500 as payment for the partial reduction in the spousal deduction to 6.5%.

### Pension Statements

The Company will be sending out the annual pension statements to all entitled members in the Defined Benefit pension plan 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.

For Members in the Defined Contribution plan we ask that you check your investment statement carefully as it has been brought to our attention by some the members that Manulife has been making some errors.

### Health & Safety Committee

Kevin Galway has been elected as the Designated Safety Representative for the Brewing department, congratulations Kevin. Brother Ken Durno is once again officially involved in safety as the Packaging department WEC Alternate safety representative, welcome back Ken.

### Grievances

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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## Manpower / Hiring

Through ongoing dialogue with the Company, Local 325 has been identifying to the Company the many areas across the Brewery where there are gaps/shortages in manpower coverage. We have been explaining the effect that the lack of manpower has on overall production, efficiencies, training, and maintenance. The Company has hired in many of the departments and we will continue to bring to their attention the gaps in the manning schedules and the lack of training due to the shortage of manpower.

information on file i.e. mailing address, phone number.; and **above all** cutting current members off benefits without notice. Most of these issues are contractual obligations that are agreed to at bargaining and the Company is responsible to ensure these agents of the company provide the agreed to benefits.

**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.

## Packaging Job Preference

The packaging department Union Stewards are being pro-active in approaching the Company to resolve the outstanding manpower moves required to have employees' scheduled according to their 2012 job preference picks. Most of these situations are being resolved through the grievance procedure. Please see your Steward if you haven't been transferred to your preferred job selection.

## Addresses

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

## Manulife & Molson Benefit Centre Meeting

Glen Hamilton and Brian Sturrock recently meet with the Company and the representatives from Manulife and the Molson Benefit Centre regarding the many issues our members have been experiencing in dealing with them. We presented over 19 direct concerns where a member had been wrongfully denied a claim; not paid the correct amount; had dependents not covered; failure to send out or provide correct information i.e. defined contribution enrollment applications; failure to have correct

## Newsletter Content

Any ideas, stories or suggestions as to the content of this newsletter would be much appreciated. mail to: [brian.sturrock@molsoncoors.com](mailto:brian.sturrock@molsoncoors.com)

