

Canadian Union of Brewery and General Workers Component 325

LOCAL 325 NEWS



December, 2012

Retirements



Since the last newsletter publication there have been five members of Local 325 that have elected to take their well-deserved retirement. They are; **Lawrence Fenton, Lackraj (Jimmy) James, and Helen Cameron** from the packaging department; **Ron Needham** from the warehouse department and **Dave Papernick**, from the maintenance department. We thank each one of 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 Lawrence, Jimmy, Helen, Ron and Dave all the best in their retirement.



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In Memoriam



We remember our Brother who has recently passed away; **Tom Tasker** of the packaging department. Brother Tom was a valued member of our local, and will be missed dearly. Our deepest sympathies are extended to the Tasker family. Our condolences are also extended to the family of retired Brother **Pat Terry**. Pat was a long service member from the packaging department.

ALFIE SHYAN	REGGIE	Packaging
ANDRZEJ	KRUCZEWSKI	Packaging
REBECCA	JUJOOSTE	Packaging
MIKE	St. JOHN	Maintenance
GINO	MORRO	Maintenance
WAKELIN	FULFORD	Brewing
GORDON	VALE	Brewing
ANTONIO	MAYNE	Brewing
JONAS	RAGAINIS	Warehouse

Welcome New Members



On behalf of Brother Hamilton, our Executive, Stewards and the entire Membership of **Local 325** we would like to welcome **17** 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.

SURENDRA	THUMBASAMY	Packaging
TYLER	BOYCE	Packaging
DARLENE	DICKMAN	Packaging
YONG	CHEN	Packaging
JO ANNA	ARMOCIDA	Packaging
EDGARDO	BALTAZAR	Packaging
CHAITRAM	SOOKLAL	Packaging
OLGA	KRMAR	Packaging

New Member Orientation

Some of the new seniority members have attended the new member orientation session held at the Quality Suites Hotel, 262 Carlingview Drive. For those recently hired we will continue to organize further sessions for January, February and March 2013. 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**.



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Quality

It is extremely important that each of us do our quality checks at the appropriate times. One of the most important functions of our job is to ensure that our customer is getting the quality of product that they have become accustomed to.

Remember that the next inspection of our product is by the customer.

85 Points / Retirement

A reminder to anyone contemplating early retirement as you hit the 85 point mark (minimum age of 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. For members who retire in 2013 there is an additional payment of \$15,000 as the spousal reduction is reduced to 5%.

NUPGE Board Meeting

Brother Hamilton and Sturrock were in attendance at the National Union's Executive Board meeting held in Ottawa on December 10th and 11th, 2012. 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). The next meeting is scheduled to be in Toronto on March 25th & 26th, 2013.

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

Pension & Statements

We ask that you carefully check your hire date, seniority date, your beneficiary and all other particulars for any omissions or errors on your statements. 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 of the members that Manulife has been making some errors.

Please be aware that both Manulife for the Defined Contribution plan and the Molson Benefit Centre have been making numerous errors affecting many of our members. Please **review any correspondence from either source very carefully** and advise the Union office immediately so we can take action on your behalf.

Membership Meetings

Thank you to all in attendance at our recent membership meetings. It has been very nice to see so many of our members in attendance. 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 dates for our Membership Meetings for 2013 are posted on the notice boards, as well being published on our website; www.component325.ca

Our next meeting is January 20, 2013.



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Manulife & Molson Benefit Centre

Your Executive is still dealing with many issues with both Manulife and the Benefit Center that are affecting many of our members and their families. The Union has officially given notice to the Company that they are responsible for our Welfare Benefit coverage as per Our Collective Agreement. Many members have been wrongfully denied a claim; not paid the correct amount of benefit; had dependents not covered; their failure to send out or provide correct information i.e. defined contribution enrollment applications; failure to have correct information on file i.e. mailing address, phone number, listed beneficiaries..; and **above all** cutting current members off benefits without notice. There are many recent incidents where the information the Company or insurer is providing on their websites is inaccurate or the answers many of our members have been receiving either from the insurer or from the Benefit Center that are not always correct. 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 us with 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. If you wish we can put your information on file in the Union office.

Warehouse

As most of you are aware the Company has recently moved offsite the production of pallet make-up, as well as the distribution and loading of our product to the Beer Store. There have been numerous meetings since mid-October with the company for us to put forth our case for this work to remain here. The primary case has been based on the Company's projected cost savings to the business by moving the work off site, but we have challenged their position showing them that it's actually going to cost at least \$1.7 million more per year to operate the business from the off site location (Sherway warehouse). We have filed a grievance and have asked our legal firm, Koskie Minisky, to prepare to file an application to the Ontario Labour Relations Board. We will keep the membership updated on any turn of events at our general Membership meetings.

Maintenance (contracting-in)

The company has been contracting out maintenance work on a progressive basis. Many of these jobs were done by the Maintenance group in the past without any formal process in place. The union is working with the company to put a mechanism in place that will hopefully result in successful contracting in of certain maintenance work.



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Safety & P.P.E

We want to remind all of our members to please operate your equipment in a safe manner and to wear the appropriate protective safety equipment as required. Bring to the attention of your supervisor/team-leader/manager/health&safety representative any unsafe equipment or operating condition; please do not operate any unsafe equipment. It's to the benefit of all of us here and to our families that we return home safely.

Seniority Lists

The company will be posting an updated plant wide and departmental seniority lists in January. These lists will also be posted on the Union website once there are available. Please take a moment to check that your information is correct and advise the Union office or your steward of any discrepancies.

Addresses

All Members of Local 325 please advise the Union office if have a change of address or phone number (including cell #). The company does not provide us with this information and there are occasions we may need to speak with you or a family member in the case of an emergency.

Newsletter Content

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

Merry Christmas



On behalf of Brother Hamilton, your Executive, and Stewards, we would like to wish each and every one of you all the best this Holiday Season; much health and happiness to each of you, and your families throughout this Holiday Season. Merry Christmas and have a happy and safe New Year.

