

# Canadian Union of Brewery and General Workers Component 325

# LOCAL 325



December, 2013

## Retirements



Since the last newsletter publication there have been four members of Local 325 that have elected to take their well-deserved retirement. They are; **Rickard Lamarche** and **Steven (Scotty) Smith** from the warehouse department; **Cesar Maldonado** and **Alexander (Sandy) Green**, 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 Rick, Scotty, Cesar and Sandy all the best in their retirement.



# Canadian Union of Brewery and General Workers

## Component 325

### Welcome New Members



On behalf of your Executive, Stewards and the entire Membership of **Local 325** we would like to welcome **2** new Members to our Local. Both have achieved seniority over the last few months. Please take a moment to extend your personal welcome to them.

SHAWN	ATKINSON	Warehouse
LEWIS	BLAIR	Warehouse

### Election Results

Your newly elected Executive & Committee have assumed their duly elected positions as of December 2, 2013. They are; *Rob Folk*, President; *Kevin Deabreu*, Vice-President; *Brian Sturrock*, Corresponding Secretary; *Gaurav Sharma*, Treasurer; *Julio Montero*, Recording Secretary; *Derek Cunningham*, Sergeant-at-arms; *Steve Harvie*, Pkg. Chief Steward; *Andre Passley*, Pkg. M/N Steward; *Brian Pereira & Marko Radman*, Pkg. Alternate Stewards; *Norm McKenzie*, Pkg. WEC Steward; *James Carberry*, Brewing Chief Steward; *Mark Datzkiw*, Brewing Alternate Steward; *Rob McCullough*, Maintenance Chief Steward; *Peter (Shawn) Savoy*, Maint. Alternate Steward; *Kevin Smith*, Shipping Chief Steward; *Dave Bell*, Shipping Alternate Steward; *Dwight Thomas*, Shipping M/N Steward; *Mike Garbutt*, Shipping

WEC Steward. The position of Maintenance WEC Steward is currently vacant due to the resignation of Keith Marr. The Executive will ask for any nominees at the January Membership meeting.

As a result of the election many long serving Union Brothers are no longer directly representing the membership. It is with a sincere thank you for their dedication to Our Union, its members, their families and retiree's that we thank Brothers Glen Hamilton and Gerry Gemmiti for their many years of dedication working for and on the behalf of the membership. We also want to thank Brothers James Hislop, Frank Cina, Robert Baragar, Peter Magda and Sham Samlall for their service and we know that they can still be counted on to be active Union members.

### OFL Convention

Brother Hamilton and Sturrock were in attendance at the recent Ontario Federation of Labour Convention in Toronto held from November 25-29. This convention brings together the majority of Unions from across Ontario on a biennial basis. During the course of this convention the executive officers were re-elected. They are; Sid Ryan as President; Nancy Hutchison as Secretary Treasurer; and Irwin Nanda as Executive Vice-President.

Many of the motions that were adopted were calls of action to stop the right wing agenda of attacking Unions and the working people of Ontario. You can visit the OFL website @ [www.ofl.ca](http://www.ofl.ca)



# Canadian Union of Brewery and General Workers

## Component 325

### Membership Meetings

Thank you to the members who showed up for our November 17<sup>th</sup> membership meeting, unfortunately we were not able to gain entry for our meeting. Several phone calls were made that morning to our contacts at the Legion but were ultimately unsuccessful. Our next meeting is January 19, 2014 where the newly elected Executive and Committee will be sworn in.

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 2014 are posted on the notice boards, as well being published on our website; [www.component325.ca](http://www.component325.ca)

Our next meeting is January 19, 2014.

### 85 Points / Retirement & Pension Statements

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 1<sup>st</sup> of the month following when you first become 85 point eligible. For members who retire in 2014 there is an additional payment of \$10,000 as the spousal reduction is reduced to 3.5%.

Members enrolled in the *defined benefit pension* can now access their statements on line by logging into:

[www.molsoncoorsbenefits.com](http://www.molsoncoorsbenefits.com) and follow the prompts. If you need to reset your password call; 1- 866- 657-6611.

One of tools on this site is a pension projection tool that allows you estimate your pension entitlement for service in excess of 85 points (with a minimum age of 55) up until your normal retirement date. There are also calculations on some of the different pension options available, including spousal and a “levelling option” in where the company pays an amount equal to your estimated CPP in advance until the age of 65 if you elect to retire before the age of 65. Once you turn 65 the pension amount you receive from the company is reduced by an amount equal to your CPP.

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 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 form either source very carefully** and advise the Union office immediately so we can take action on your behalf.



# Canadian Union of Brewery and General Workers Component 325

## Warehouse / Sherway

We still have not been informed by the Labour Relations Board of the next hearing dates to hear our case on the contracting out of pallet make up and TBS loading. Our legal counsel has requested full disclosure of documents pertaining to this issue from the Company in preparation for the hearings. Once the meeting dates are confirmed we will inform the membership.

## 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.

## 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.

## Merry Christmas



On behalf of 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.



In Solidarity; Brian Sturrock,  
Corresponding Secretary