

Canadian Union of Brewery and General Workers Component 325

LOCAL 325

February 2015

Retirements



Since the last newsletter publication there have been 15 members of Local 325 that have elected to take their well-deserved retirement. They are; **Pat Malloy, Ian Martin, Glen Hamilton, Vince Commisso, Gerry Gemmiti and Dave Mangotic** from the Packaging department; **Eric Snickers, Roger Strasbourg and Rick Debono** from the Warehouse department; **Pat Lairn, Norm Polnau, Harry Chiu. Billy Wong and Frank Mecija** from the Maintenance department; and **Dave McGee** from the Brewing 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 Pat, Ian, Glen, Vince, Gerry, Dave, Eric, Roger, Rick, Pat, Norm, Harry, Billy, Dave and Frank all the best in their retirement.



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Membership Meetings

Thank you to the all the members who have attended our membership meetings over the past year. These meetings are a great opportunity for everyone to hear what is occurring at Our Brewery, updates on issues occurring elsewhere in the labour movement, and to express your views and opinion.

The dates for our Membership Meetings for 2015 are posted on the notice boards, as well being published on our website; www.component325.ca

Our next meeting is February 22, 2015. To hold an official meeting we need a quorum of 25 members but recently our meetings have been very well attended which is very encouraging for the future of *Our Union*, so please make a continued effort to attend so you can become further informed and involved in the activities of *your union*.

Members on Layoff

With the Company's announcement on September 10, 2014 of the closing of T6; the warehouse department move to a "load & go" process and the decline in market share & bottle volume has resulted in the Company laying off **43 of our members**. It is in our opinion that this layoff is in a part of **Our** rejection not to reopen or renegotiate our current collective agreement which expires December 31, 2016. Your Executive & Stewards are consistently discussing this serious issue with management at every opportunity. The Union has also filed "Policy Grievances" for inadequate manpower. In times like these our members have acted with solidarity and showed respect for our affected brothers and sisters. Brother Folk has spoken at our membership meetings, "in good conscience and solidarity when we have had any of our brothers and sisters on the street, I have personally not worked a

minute of overtime to show respect to them and their families".

A sincere thank you to all our members who approved the motion at our November membership meeting to send a \$100 grocery gift card to our members who are on layoff, to assist them over the Christmas holidays. We have received many messages of thanks and appreciation from them.

Unfair Labour Practice

A decision by your Executive to file an application to the Ontario Labour Relations Board against Molson Coors Toronto for "unfair labour practice" based on the retaliatory actions taken by the Company upon our refusal to accept contractual concessions. The first hearing date for this application is on January 30, 2015. This first meeting is an attempt by the Board to reach a mediated settlement. We will keep the membership updated on this issue.

Warehouse / Sherway

The hearings at the Ontario Labour Relations Board have commenced, with the latest hearing being held on December 8, 2014. We have just received the Board Chair's decision to uphold OUR position that Local 325 does have jurisdictional rights other than at our current location for warehousing and the handling of our product. As a result there will be future dates on our assertion that the Company has made an "unlawful sale of the business" and or "is in care & control" of the offsite facility to which we are entitled to be the bargaining representatives. We will continue to keep the membership updated on this issue.



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Prescriptions

If you have not received full compensation or had your claim denied for any prescription submissions to Manulife it is extremely important that you bring any documentation to the Union office. The Company has made unilateral changes to our negotiated Welfare benefits which form part of our Collective Agreement. Your Executive has filed a "Policy" grievance on this very important issue and has referred this grievance for arbitration. We are planning to have this case heard in early April. We are having ongoing dialogue with the HR department in trying to resolve this issue before hand.

Oilers/Fork Truck Shop

The Company notified Local 325 on November 18, 2014 of their intent to remove our members from the oiling, battery changer and fork truck cleaner positons. The Company wants these members to be relocated to other departments and to have the work they preform done by others. This action by the Company is a violation of the Collective Agreement and a "policy" grievance was filed. On December 17/14 we were at arbitration on this issue. The case was not resolved resulting in the need for another hearing arbitration hearing on March 17/15.

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.

Education Week

A decision by your Executive and Committee on this year's annual education week was communicated at our January Membership meeting. For this year your committee will be using facilities nearer to the brewery. We will still be having guest speakers and are committed to the further education of your committee. This change in location will significantly reduce this annual expense.

Addresses

All Members of Local 325 can you stop the Union office to confirm your contact information; i.e. address or phone number (including cell #). If that isn't convenient you can send an email or give your Union steward the information to pass along. 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.



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Defined Contribution Pension

Effective January 2015 members hired after January 1, 2010 that are enrolled in the D.C. plan will have their contributions increased to **5%**. As per the collective agreement the Company is required to contribute a matching amount. Please check your investment statement carefully and your weekly payroll statement to ensure the increase has occurred. If there are any discrepancies please advise the Union office immediately.

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 1st of the month following when you first become 85 point eligible. For members who retire in **2015** there is an additional payment of **\$5,000** and the spousal reduction is reduced to **2%**.

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

Members who are 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.

In Solidarity;

Brian Sturrock,

Corresponding Secretary Local 325

