

Canadian Union of Brewery and General Workers Component 325

November, 2005

LOCAL 325 BREWERS

Union Office

Brother Greco is doing quite well and is scheduled to be back in the union office as of Monday October 31, 2005. Welcome back!

Membership Meetings

Thank you to all those in attendance at the last membership meeting. We were quite a few short of a quorum and were unable to proceed with a normal meeting. Please be aware quorum or not, it is still an opportunity for those in attendance to have a discussion with the Executive about what has been going on in general, and to make us aware of any problems they or other Members may be encountering.

Our next meeting is scheduled for November 20th. It will be our last membership meeting before the Christmas break. Please plan on attending.

Swearing in of New Members

There are still a number of new full time employees who have not yet been sworn in as members of our Local. We would encourage you to come out to one of our upcoming membership meetings where initiation is a standing agenda item. As is required under our constitution there is a \$100.00 initiation fee for all new Members. Please be reminded that there are ramifications to those who chose to ignore the provisions of our Constitution! We look forward to seeing you there.

New Jobs

Over the last few years the Union has been successful in negotiating a number of new jobs in the

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brewery, some contractual some not. We do understand how difficult it can be at times as roles change. But we need to remember how important these jobs are to the health of our Local and the success of the brewery in general. Please consider getting involved, we need to fill these roles or at the very least be encouraging and supportive of those that chose to do so.

As some of our more senior Members have moved into these new positions, it has created full time jobs for some of our temporary employees which I think we would all agree is a good thing. It is crucial that we make the transition into these new roles successful. **We will all be affected if they are not!**

Employee Contribution to the Pension Plan

We have been getting a number of questions as of late regarding the employee contribution to the pension plan. We will continue to pay \$1.12 per hour worked to a maximum of 2080 hours per year, or \$2329.60 until the end of 2007, at which point we will all stop paying into the plan.

We would also like to remind any of the Members that are approaching 35 years of credited service in the pension plan that as negotiated their contribution to the plan will stop. Please check your pay stub to ensure that it does and please inform the union office of any problems.

Dues Increase

As is required under the provisions of our Local Constitution there will be a dues increase for 2006. With the increase of production wages of a \$1.70 in 2006 and \$1.70 in 2007 we would fall well short of the minimum required deduction.

From page 5 section 9 of our constitution “Monthly union dues shall not be less than two times the base hourly rate. Base hourly rate shall mean the hourly rate paid to the largest number of regular employees under each collective agreement, before calculation of C.O.L.A, bonus, or premium”

We would be pleased to answer any questions you may have about the increase at our upcoming membership meeting.

OFL Convention

The President and the Corresponding Secretary will be in attendance to represent our Local at the Ontario Federation of Labour Convention being held in Toronto, November 21 to the 25.

NUPGE Board Meeting

The President and the Corresponding Secretary will also be in attendance to represent our Local at our National Unions board meeting being held in Ottawa in mid December. These meetings are held about four times a year and bring together leaders of all the 15 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 www.nupge.ca

Health Care Premium

As you may be aware Unions all across the Province have been litigating the issue of the Health Care Premium (up to \$900.00 based on income, through pay role deduction) that was implemented by the Ontario Government in July of 2004. We have been awaiting the results of a number of these arbitration's, one of which was upheld in the favour of the Union at judicial review. Arbitrators have ruled

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both in favour of the Union and in other cases in favour of the employer. The deciding factor in all of these cases seems to be the Arbitrators interpretation of the language in each individual Collective Agreement.

Rest assured that the issue is being dealt with by your Executive. We will keep you informed of our progress.

Cafeteria Workers

Our Cafeteria workers Members of Unite Here have been working without a contract since January of 2005. We have had discussions with their Union Representative about the problem. Aramark seems unwilling to engage in any meaningful talks to resolve the matter. Their demands around wages are very reasonable as they are making far less than their peers in similar unionized cafeterias. Please show them your support and encouragement. Your Executive will do what it can to encourage a fair settlement for our Brothers and Sisters in the cafeteria.

New Book

The new Collective Agreement (January 1, 2006 to December 31, 2009) is available for pick up in the union office.

LOOKING FOR

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