

Canadian Union of Brewery and General Workers Component 325

February 2006

LOCAL 325 BREWERS

Membership Meetings

Thank you to all those in attendance at the last membership meeting. We were five members short of a quorum and were unable to proceed with a normal meeting.

We know it can seem pointless at times coming out each week only to find out once again that there is no quorum. Each Month we are coming up just a little short on the numbers, we know it is a bit of a drive for some of you and a bit of an inconvenience but these are our jobs, our futures. We are concerned that if we don't start getting a few more members out to these meetings in order to get a quorum, that the ones that do attend now will eventually give up and stop coming out. We owe it to the members that put in the effort and attend these meetings to make it worth their while. Help them out, help yourself out ! by attending when you are able.

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. At the last meeting our discussion lasted for well over an hour.

Our meeting dates are always posted for the year on this bulletin board. Please plan on attending whenever you are able.

Swearing in of New Members

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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.

BM/UE Meetings

At our last membership meeting a few of the members had some questions and concerns regarding the BM/UE meetings. The BM/UE (Brewery Management and Union Executive) meetings were a proposal that the company put forth during the 1999 negotiations and after some discussion one that the Union was eager to accept.

As was decided at the time the group would consist of the following people. For the Union, President, Vice President, Corresponding Secretary, and the Chief Steward from each department. For the Company, Plant Manager, Human Resources Manager, and all Department Heads. From time to time others (Site trainers, OPO's MPO's, Transition Coordinators, Supervisors, Alternate Shop Stewards) are invited to make presentations and or recommendations.

These meetings take place once a month, usually on the first Thursday. They deal with any issue you could imagine regarding the Company and this brewery in particular. Some examples are, the three year plan for the brewery, the apprenticeship program, training and development for our Members, new job postings, learning levels, work load and our concerns around manpower requirements. the list goes on and on.

The meetings have and continue to be very productive, it is an opportunity for the Union to put your concerns on the table when all the players are listing.

All results are communicated to our Members through a number of methods, this news letter, company postings and notices, membership meetings,

committee meetings, executive meetings, as well, any member of the BM/UE would be pleased to answer any of your questions.

In short these meetings have been of substantial value to this Union and our Members. It is an opportunity to deal with your concerns regarding the future of the Toronto Brewery. We are proud of the work and the results that come out of these meetings and are always more than eager to talk to you about it. Please come out to our next membership meeting to find out more, the dates are always posted on the union board.

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.

Molson Newfoundland Negotiations

The Collective Agreement between Molson, Newfoundland and it's Union is set to expire at the end

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of March, 2006. Talks have started and stopped on a couple occasions now. They are set to resume again in March. We are in contact regularly with the Local, and will keep you up to date on their progress.

Learning Committee

The Learning Committee continues to meet monthly. This Committee is a small group of Union and Company representatives that meet with the Site Trainers in a effort to improve the way in which training and development of our members is delivered. Thank you to all the Site Trainers for their involvement and we would ask all the members to continue to support the good work they are doing.

NUPGE Board Meeting

The next meeting of our National Unions Executive Board is being held in Vancouver on March 27 and 28. 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

Education Week

Our annual union education week is scheduled to take place at Fern Resort in Orillia June 4 to 10. This is a annual event for our entire Union Committee to get together outside of the normal work environment. The agenda will be communicated as it is finalized.

BM/UE Off Site Meetings

The entire Union Committee will be in attendance along with Management Representatives for the annual Brewery Three Year Planning meetings. The dates are May 9 to 12, the location is yet to be determined. These meeting focus on the future of the Toronto Brewery over the next three years and what best can be done to ensure that the future is bright for all concerned. We all have a vested interest in the success of the Toronto Brewery, both Management and Union. At these meetings, as is the case at any meeting we have with the company, your concerns around moral, working conditions, and opportunities for our Members to advance are always a priority. The agenda for the meetings is not yet finalized, we will provide more information at a later date. We will also be discussing it at the next membership meeting.