

Canadian Union of Brewery and General Workers Component 325

June 2006

LOCAL 325 MOBILITY

Membership Meetings

Thank you to all those in attendance at the last few membership meetings. We did have a large quorum at the March membership meeting and were able to vote and approve amendments to the packaging overtime guidelines, as well as tend to our general business. 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.

New Contracts in Newfoundland and BC

New Collective Agreements have been negotiated and ratified at both the Molson St. John's, and Vancouver breweries. They are both six year deals ending in 2012. Both Memorandums of Agreement, as well as their highlights are available in the union office.

Packaging OT Guidelines

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As was mentioned above, the overtime guidelines were amended in the packaging department.

A few of the members were wondering about the process of how and when overtime guidelines get amended. As is laid out in the letter of intent on page 118 of our current Collective Agreement. "The company reserves the right to review the overtime guidelines from time to time. Any changes to these guidelines will be made by mutual consent". The company and the union. Before any amendments to the guidelines in any department are made the following will happen. The membership is given notice by the Corresponding Secretary of proposed changes to the guidelines via the agenda notice for the upcoming membership meeting.

Prior to this the company and the stewards, in conjunction with the union office have had discussions as to the proposed changes that are to be brought to the membership for a vote.

The final call (VOTE) on the amendments are made by the members of that department that are present at that membership meeting. This is your opportunity to have your say, please plan on attending these meetings whenever they may happen.

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.

Education Week

Our annual union education week is scheduled

to take place at Fern Resort in Orilia June 5 to 9. This is a annual event for our entire Union Committee to get together outside of the normal work environment. The format for this years agenda will focus on in house issues closely relating to our memberships needs. Some of the many topics we plan on discussing in depth are, defined benefit pension plans, the state of the brewing industry in Canada and the recently negotiated collective agreements in Vancouver and St. John's, how the Coors merger has and may affect our local, labour law, the grievance procedure as well as other many other issues. It should be an informative and enjoyable week for all.

In Memoriam

We remember three of our Brothers who have recently passed away. All were long term members of our local, and will be missed dearly. Our deepest sympathies are extended to the Lamont, Silenzi, and Hurtubise families.

Dave Lamont

Tim Hurtubise

Ray Silenzi

Retirements

Brother Steve Ropar will be retiring on the 1st of June. Please take a moment to wish him all your best.

- **Steve Ropar 23 years**

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On behalf of the entire membership of Local 325
Please accept our warmest congratulations on the
occasion of your retirement.

NUPGE Board Meeting

The next meeting of our National Unions
Executive Board is being held in Ottawa on June 25
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

Meetings with Teamsters

Brother Guy Deslaurier Business agent and
Brother Hugues Peltier Plant Chairman Molson
Montreal were in town recently to meet with our
executive. They were given a tour of the plant
followed by discussions on a wide range of issues
relating to both union locals. We do our best to stay

in close contact with all the union locals across the
country and are planning on a visit to the Montreal
Brewery in the near future.

BM/UE Off Site Meetings

Most of the union committee were in
attendance along with management representatives for
the annual brewery three year planning meetings.
The dates were May 9 to 12, the location was Isaiah
Tubs resort in Picton, Ontario. 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 covered a wide
range of issues of concern to both the union and the
company. Daniel Pelland Chief Brewing Officer
Molson Canada started off the meetings with an
in-depth address on the state of the new Molson Coors,
post merger.