

# Canadian Union of Brewery and General Workers Component 325

# LOCAL 325 BREWERS

April 2007

## In Memoriam



We remember three of our Brothers who have recently passed away. All were valued members of our local, and will be missed dearly. Our deepest sympathies are extended to the Shelton, Dougan, and Pollard families.

**Bruce Dougan**

**Bill Pollard**

**Bryan Shelton**

## Membership Meetings

Thank you to all those in attendance at the last membership meetings. We did have a quorum at the meeting and were able to proceed with normal business. We had 27 members present and discussed a wide range of issues.

Our next meeting is scheduled for April 15th and we will include the auditors report for the year, the packaging over time guidelines, and will also deal with the issue of job preference after shift switches. This issue was raised by a few of the members at a previous meeting. Please do your best to be in attendance we do need a quorum to deal with these issues. Our meeting dates are always posted for the year on this bulletin board. Please plan on attending whenever you are able.

## Benefits

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The company and the union have recently reached a agreement dealing with the issue of dental implants as a result of a grievance that was submitted. The issue is dental implants as the preferred option over a bridge. If you are presently dealing with this type of dental work or are looking at it as an option down the road please drop by the union office and let us know.

We have also strongly expressed our displeasure with the company regarding threats to remove benefit coverage for our members dependents in letters that were recently mailed out by human resources. This is no way to gather information or update records!! A policy grievance has been filled please contact the union office if you have had any problems in this regard.

### Committee Meetings

Most of our Committee were in attendance for our last committee meeting on the 15th of March. We get together four times a year at the Quality Suites hotel on Dixon Road to discuss a wide range of issues that are of concern to the Membership. It has always been a great opportunity for all in attendance to see what is happening in the other departments and to see if solutions in one area can fit the next. Thanks to all for their contributions.

### Grievances

There seems to be a great deal of discussion on the floor of late regarding grievances and how they are handled through the grievance procedure laid out in our Collective Agreement and our local's Constitution. Page 15 of our Constitution states the following. "No grievance shall be discussed at the regular monthly meeting until it has reached the final stages of the process, or unless a Steward and or Executive Board decides there is no cause to grieve or to proceed further with the grievance. The grievor

may then state their case and leave the final decision to the membership".

As this section states clearly the Membership always has the final decision, and have on a number of occasions over the years been asked to intervene and make the final decision. If you are unhappy with the results or your grievance or disagree with the way it is being handled this is your appeal process.

If you have any concerns in this area our want further information please take some time to read over the grievance procedure on page 37 of our Collective Agreement, the time lines should be respected.

### Local Elections

Just a reminder that local elections will take place on the 26th of October and the 9th of November of this year, with nominations taking place at the October membership meeting. Installation of new Officers is affective the 1st Monday of December. You will find a copy of the duties and responsibilities as is laid out in our constitution posted on the union board. We encourage all to get involved in the election, be informed, question those that choose to run and please cast your ballot. We will also be Canvassing for Scrutineers, an election committee of three to run the vote as we approach election day. The Committee as always must be approved by the Membership.

### NUPGE Board Meeting

The President and Corresponding Secretary will be in attendance at our National Unions Executive Board meeting being held in Vancouver on April

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11th, 12th, and 13th. These meetings are held four times a year and bring together leaders of all the 12 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](http://www.nupge.ca)

## Nova Scotia Agreement

Labatt Breweries and its Union have reached a new collective agreement at its Oland Brewery in Halifax after a long and bitter set of negotiations. It is available in the union office for anyone interested in having a look.

## Brewery Council Meeting

The next meeting of the Canadian Union Brewery Council will be held June 8th, 9th, and 10th in Vancouver, the President and Corresponding Secretary will be in attendance. These meetings usually take place annually and bring together elected union officials from across the entire country for discussions on a wide range of topics relating to the brewing industry in Canada.

## Packaging OT Guidelines

A number of our 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.

## NUPGE Convention

The 2007 NUPGE Convention is scheduled to take place from June 22 to 24, 2007 in Fredericton, New Brunswick. This is a BI annual convention that brings together NUPGE Delegates from all across the country for discussions and votes on a wide range of resolutions submitted by local components, as well as the election of our National President and Secretary Treasurer.

## Education Week

Our annual union education week is scheduled to take place at Fern Resort in Orillia June 11 to 15. This is an annual event for our entire Union Committee to get together outside of the normal work

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environment. 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 the Halifax and Edmonton Labatt Breweries, 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.

## Edmonton Negotiations

The Molson Edmonton CAW Local are presently in negotiations with the company in an attempt to reach a new Collective Agreement. The present Collective Agreement expired in March.

**MOLSON  
LOCAL**