

Canadian Union of Brewery and General Workers Component 325

LOCAL 325 MOLSON BREWERS

Membership Meeting

Our apologies to all in attendance at our last membership meeting on January 20 we were unable to gain access to the building and as a result were unable to proceed with our membership meeting. There was a good turn out and we would have had a quorum for the meeting. No one from the legion was present to unlock the door and our contact number was no longer in service. It was an unfortunate situation that we are insisting does not happen again. We have contacted the legion and expressed our disappointment and have been assured that it will not happen again. We will look into other options for another location if need be.

Retirement

Brother **Tony Braga** will be retiring on the 1st of January after 37 Years of loyal and faithful service as a employee of Molson Breweries and as a cherished member of Local 325.

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Employment Standards Act

During our short and cold discussion outside of the building the ongoing violations of our overtime guidelines and the companies insistence on adhering to their version of the hours of work provision of the Employment Standards Act was discussed. How did we get to this point, and what is being done to resolve it ?

The company's position it seems, is that they will no longer continue to violate the act or parts of the act in regards to the hours of work provisions, and have set deadlines to come into what they see as compliance. We have been asked to apply along with the company to the Ministry of Labour for exemptions to the act. This application is a routine procedure, some companies and unions do it, others do not, as has been our practice for many years now. We are in the process of finalizing what this application will look like and expect to have the application in place by early February. We will not be rushed into doing this and will do our best as always to ensure that what we sign is in the long term interests of our entire membership.

The act is a document with many exceptions in it and must be read in its entire form to fully understand it. It is not a simple document and can be interpreted in different ways, it is the most violated provision of the Employment Standards Act and was meant to protect workers rights and not to be used as a money saving measure to increase employer profits.

During this process we expect and have firmly advised the company that we expect them to continue adhering to the overtime guidelines as were agreed to by both parties! These guidelines form part of our collective agreement and we will as always, **passionately contest any violation of that agreement !**

LOCAL 325
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