

Canadian Union of Brewery and General Workers Component 325

LABATT LONDON

Labatt London Agreement

Labatt Breweries London and the SEIU (Service Employees International Union) Local 2 have recently signed a new Memorandum of Agreement on a new Collective Agreement. A ratification vote is to take place on Saturday, April 19th. We will have a copy of the agreement in the union office shortly after the ratification meeting. This agreement comes eight months prior to the termination date of their existing contract and is being recommended by the Locals Bargaining Committee.

Membership Meeting

Our next membership meeting is scheduled for the 20th of April, with one to follow on May 25th before the summer break. Please make an effort to be in attendance if at all possible. We are still looking for a Midnight Alternate Stewart for the Warehouse. Nominations are on the agenda, as well as our regular business.

Our apologies to all those in attendance at two previous meetings on January 20th and February 24th. We were unable to gain access to the building and as a result were unable to proceed with our Membership 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. The last cancellation was as a result of a police investigation from an incident the previous night.

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NUPGE Boards Meeting

Brothers Hamilton and Menezes were in attendance at our National Union Board meeting held in Vancouver at the end of March. These meetings are held quarterly and bring together leaders of all the NUPGE Components. While in Vancouver we also took some time to tour the Molson Vancouver Brewery as they install the new line, brought over from the closed Edmonton Brewery.

CLC Convention

The bi-annual Canadian Labour Congress Convention is being held in Toronto at the Metro Convention Centre May 26th to 30th. At this point we are unsure if we will be in attendance. Credentials have not been mailed out to any of the NUPGE components because NUPGE is withholding a part of the CLC dues. This is being done to offset the lost dues revenue of the Manitoba Component, as a result of a raid that took place in Manitoba by the Teamsters against our Sister Union the Manitoba Government Employees Union. The raid was a clear violation of the CLC Constitution and NUPGE is insisting the matter be resolved before full dues payment resume. Brothers Clancy and Brown from NUPGE are presently in discussions with the CLC leadership regarding this issue, in the hopes of resolving the matter prior to convention.

Safety Elections

Congratulation to all the members elected or acclaimed in the recent safety elections, we are all more secure in our safety in the plant because of your involvement. Thank you to all that chose to run. Thanks also to our three scrutineers Laura Drover, Sue Perdue and Rick Lamarche on a job well done.

Retirement

Brother **Tom Polanic** will be retiring on the 1st of May after 29 Years of loyal and faithful service as an employee of Molson Breweries and as a cherished member of Local 325. On behalf of the entire Membership, we wish Tom all the best in his retirement.



Certified Rep. Co-Chair

We will be meeting with the Health and Safety Designate Reps. from all departments in the union office within the next couple of weeks, to see who would be interested in the role of Certified Representative, Co-Chair. If more than one of our Designate Reps. is interested in the position, an election will be held. Please notify the union office or email me at mark.menezes@molson.com to inform us of your interest in running as our Health and Safety Certified Representative, Co-Chair.

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Manulife Benefits

We continue to encounter problems with Manulife regarding the management of our benefit plan. We have met with the Company as well as representatives of Manulife on a number of occasions, attempting to resolve ongoing issues around eligibility of certain claims (coverage). We encourage all of our members to check with the union office regarding any denied claim. Our members have on occasion been given incorrect information from Manulife, denied valid claims, requested to provide more information than what is required under our collective agreement, as well as requesting the same information on multiple occasions. Please see your Steward or inform the office of any problems in this regard ASAP.

Brewery Council Meeting

Brothers Hamilton and Menezes will be in attendance at this year's meeting of the Canadian Brewery Workers Council. This year's meeting will be held in Toronto to coincide with the CLC Convention. These meetings are held once or twice a year and bring together Brewery Union Representatives from all across the country, for information sharing and discussions on a wide range of issues that are of relevance to all our members. We will also take advantage of this opportunity to meet privately with the new Plant Chair of the Molson Montreal Teamster Local as well as their Business Agent Guy Deslauriers.

Education Week

Our annual Union Education Week is scheduled to take place at Fern Resort in Orillia, from June 9th to 13th. This is an annual event for our entire Union Committee to get together outside of the normal work environment. This year's agenda will focus mainly on the many in house issues closely relating to our memberships needs. Some of the many topics we plan on discussing are, the Employment Standards Act, hours of work provision and how this is affecting our overtime guidelines. Also, the grievance procedure, Defined Benefit Pension Plans, the state of the Brewing Industry in Canada and the negotiated Collective Agreements in Vancouver, St. John's and the recently signed Memorandum of Agreement at the Labatt Brewery in London. Our Lawyer Larry Steinberg will be in attendance as a guest speaker on the 11th. It should be an informative and enjoyable week for all.



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Industry Negotiations

Some of the members have been asking questions regarding upcoming Brewing Industry negotiations. London Labatt are the next ones to head into bargaining at the end of 2008 (signed memorandum to be ratified), our Local follows with our contract expiring December 2009 and the Montreal Molson Local going at the end of 2010. We continue to meet regularly with the Montreal local, both here in Toronto and in Montreal. The relationship is strong, the lines of communication open.

WCM Meetings

The entire Local 325 Shop Committee will be attending WCM meetings with the Brewery Management Team on April 22, 23 and 24 at the Old Mill in Toronto. WCM? World Class Manufacturing practices is the company's replacement for our now discontinued three year planning meetings that we have participated in over the past few years. There is a formal agenda that has been prepared, as to the results, let's wait and see. I know many of you if not all are sceptical, and with good reason, but we will keep an open mind and see what good may come of it. **Your concerns as always are on the Agenda.**

Company posted objectives sent to all that will attend.

To demonstrate to the Toronto Brewery Steering Committee how the implementation of the WCM Best Practices, can be used drive a culture of continuous improvement in all areas of the business.

- Update on the Business – Risks, Opportunities and how WCM fits
- MCBC WCM implementation update – Goals and Targets
- Current State at Toronto – What would a good day look like

- Overview of Leading and Managing Change
- WCM Simulation

Day of Mourning

April 28 is the Day of Mourning for workers who have been killed or injured on the job. It is a day to mourn and to acknowledge that each worker's death is not only a tragedy for families, it is a tragedy for co-workers and for all of society. On this day we stand in solidarity with workers in over 100 countries around the world and we share with each other a collective sense of loss.

LABATT MOLSON COORS PILSENER LAGER