

Canadian Union of Brewery and General Workers Component 325

December, 2008

LOCAL 325

Retirement



Brothers **Gilles Chamberlain** and **Jesus Luzadas** will be retiring on the 1st of December after many years of loyal and faithful service as employees of Molson Breweries and as cherished Members of Local 325. On behalf of the entire Membership, we wish Gilles and Jesus all the best in their retirement.

Molson Montreal

Molson Montreal Teamsters members have narrowly rejected a memorandum of understanding that was reached after the company announced the loss of Blue Moon production to Miller in the States. We do have a copy of the failed agreement in the union office and have had discussions with the Union in Montreal regarding its particulars.

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Welcome

On behalf of Brother Hamilton, our Executive, Stewards and the entire Membership of Local 325 we would like to welcome five new Members to our Local. All have gained seniority over the last few months. Please take a moment to extend your personal welcome to all.

- Marina Munzo. Packaging T2.
- Robin Marcado. Packaging T2.
- Mike Cordeiro. Packaging T5.
- Kumaranaycke Prasad. Packaging Keg Room.
- Shamza Sheerahamed Maintenance Mechanic

Membership Meeting

Thank you to all in attendance at our November meeting we had a good turn out and were able to precede with our agenda. This was our first Quorum in quite some time and we do appreciate the patience of the members in attendance as we took care of some past agenda items that were long overdue. With that out of the way our next meeting will allow us to get to today's business much faster. Information was presented on a number of topics including the Montreal failed Letter of Understanding resulting from the loss of blue moon production to Miller in the States. World Class Manufacturing was also discussed and Brother Durno our Treasurer presented the Auditors report on our finances for the years 2006 and 2007.

Our next Membership Meeting is scheduled for the 18th of January. 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.

NUPGE Board Meeting

Brothers Hamilton and Menezes will be in attendance at our National Union's Executive Board Meeting being held in Ottawa on December 8th and 9th. These meetings are held four times a year and bring together elected 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 <http://www.nupge.ca>

Committee Meeting

Our next Committee Meeting is scheduled for the 11th of December. The entire Local 325 Committee gets 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 ongoing contributions.

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Orientation New Members

A Union orientation session will be held at the Quality Suites Hotel, 262 Carlingview Drive on the 15th of December. We try to hold these sessions as the number of new members permit. These orientations have been very well received in the past and we do hope they are of value to our new Brothers and Sisters in the Local. Letters have been sent and we would ask you to please RSVP to the Union office (Ext. 262).

Local 325 Website

Our National Union NUPGE have offered to put together with our involvement and control a new website for our Local. This would be an invaluable means of information for our Local in the event of a labour dispute, as we head into contract negotiations in the New Year. We will keep you informed of its progress and launch.

85 Points

A reminder to anyone contemplating early retirement as you hit the 85 point mark (age plus years of service). Please drop by the union office if you have any questions around your eligibility for the early retirement payout of \$25,000 as there are only three of the original 85 spots left. You are required to leave the 1st of the month following your first becoming eligible.

WCM

The union continues to meet with the company on a regular basis in regards to the new World Class Manufacturing strategy that the company plans to roll out in the new year starting on T5. World Class Manufacturing is quite simply a strategy or system to manage production lines more efficiently. This is a system that has been implemented at most all of the Molson, Coors, and Miller Breweries throughout the world, with varying results.

This is not entirely new to our Brewery as most of you are well aware. Many of the ideas have already been implemented at the Toronto Brewery over the last five years with mixed results. Our current and previous Collective Agreements contain language that is very consistent with the ideas of WCM strategies. The company will proceed with or without our involvement. As in the past we will continue to work with the company to ensure the success of the Toronto Brewery, it is without a doubt in our best interest. As we continue, our Union, your Union will be there front and center to ensure that your interests, your concerns, and your security are always addressed.

Safety Committee

The following positions are still vacant on our locals Health and Safety Committee. Please notify the union office or see Brother Manny DeSousa our Certified Representative/Co-Chair to find out more about the position.

- Designate Maintenance WEC
- Alternate Warehouse WEC
- Alternate Packaging WEC

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Grievance Problems

Great strides have been made in expediting resolutions in regards to the Grievance procedure. We are up to date for the first time in many years and would like to keep it that way. Thanks to all involved in helping to clean up the back log. It is also the responsibility of each member to keep informed as to where their grievance is and when you can expect an answer.

We continue to push the Company along in respect to timelines through dialog and the grievance procedure. If contractual timelines are violated we will move the grievance on to the next step in the procedure. Each and every member has the right to know exactly where their grievance is, and when they can expect a resolution.

MN Steward Warehouse

The Union is looking for a midnight alternate Steward in the Warehouse as it has been on our Membership meeting agenda for some time now. Please drop by the union office or see one of the other warehouse Stewards to answer any questions you may have regarding the position.

Addresses

All Members of Local 325 please advise the Union office of any change of address or phone number.

Newsletter Content

Any ideas, stories or suggestions as to the content of this newsletter would be much appreciated.
<mailto:mark.menezes@molson.com>

Merry Christmas



On behalf of Brother Hamilton, our Executive, and Stewards, we would like to wish each of you all the best this Holiday Season. Much health and happiness to each of you, and your families throughout this Holiday Season.