

# Canadian Union of Brewery and General Workers Component 325

June, 2009

# MOLSON

## 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 Saint John's Newfoundland July 5<sup>th</sup> to 7<sup>th</sup>. 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. Brewery reports, bargaining updates, pension reports, benefit issues, and changes to the Brewery Council future plans are all on this year's agenda. As always we will take advantage of this opportunity to meet privately with a number of the other Molson Bargaining Unit representatives.

## Contract Proposals

The deadline of March 15th for contract proposals has come and gone. Your Bargaining Committee of Brothers Hamilton, Menezes, Carberry, Sturrock, Chadwick, and Rawlins met on March 23rd and 24th at the Quality Suites Hotel to go over the submitted proposals in preparation for the upcoming membership meeting that took place on May 24th where they were discussed and voted on. This was only the first time the entire Bargaining Committee met as we have a large number of issues to deal with as we prepare for negotiations later this year.

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## Education Week

Our annual Union Education Week was again held at Fern Resort in Orillia, from May 25<sup>th</sup> to May 29<sup>th</sup>. This is an annual event for our entire Union Committee to get together outside of the normal work environment. This year's agenda was focused on the upcoming negotiations that will start in the fall of this year. Preparations were made in the event of a labour dispute. Picket Teams and Picket Captains were assigned. The bargaining process and the Labour Relations Act in regards to bargaining were discussed thoroughly. Brother Larry Brown our National Unions Secretary Treasurer was in attendance on the Tuesday to talk about the Labour movement in general and with a focus on contract negotiations. Thanks to Larry for flying in from Ottawa to help out, it was very well received by all. It was a great week over all informative, constructive, and lots of fun, thanks to all for their valued participation.



## Local 325 Website

The new Local 325 website is now up and running. This site will be an invaluable means of information for our Local Membership in the event of a labour dispute, as we head into contract negotiations in the New Year. This is a work in progress any suggestions would be most welcome. Check it out on line at [www.component325.ca](http://www.component325.ca)

## Four Hour Shifts ?

Just a reminder to the Membership that overtime shifts are always a minimum of 8 hours, with the one exception being the week end crew that are allowed 4 hour shifts in accordance with our contract and over time guidelines. It has also come to our attention that overtime is being worked while scheduled for vacation, again this is a violation of the overtime guidelines and we would ask for your cooperation in making sure the rules are followed by all.

## Membership Meeting

Thank you to all in attendance at our May Proposal meeting we had a good turn out and were able to proceed with our agenda.

We had a number of Member submitted proposals that were discussed and voted upon thank you to all the Members who took the time to submit their ideas. Some questions were raised around the Union's finances and our strike fund that I hope were answered in a manner that satisfied all. This is your Union, your money. Each year the Auditors report is presented to the Membership for approval as is required by our constitution. Each month the expenses and honorarium are presented to the Membership for approval. Every three years prior to the nomination of Officers and Stewards expenses and honorarium rules for the next term are presented to the membership for approval or amendment.

You have every right to ask questions in that regard and as was stated any Member in good standing has a right to see the books and go over the auditor's report meeting or not.

Our next Membership Meeting is scheduled for the 20th of September. Please make an effort to be in attendance if at all possible. We are still looking for a Midnight Alternate Stewart for the Warehouse.

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## BM/UE

The Union continues to meet with the company through the BM/UE meeting process. The BM/UE (Brewery Management and Union Executive) meetings were a proposal that the company put forth during the 1999 negotiations and after some discussion one that the Union was eager to accept.

As was decided at the time the group would consist of the following people. For the Union: President, Vice President, Corresponding Secretary, and the Chief Stewards from each department. For the Company: Plant Manager, Human Resources Manager, and all Department Heads. From time to time others (Site trainers, OPO's MPO's, Transition Coordinators, Supervisors, Alternate Shop Stewards) are invited to make presentations and or recommendations.

These meetings take place once a month, usually on the first Thursday. They deal with any issue you could imagine regarding the company and this Brewery in particular. Some examples are, the three year plan for the brewery, the Plant Manager delivers a Company business update, training and development for our Members, new job postings, WCM, work load and our concerns around manpower requirements.

## 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.

## Pension Statements

Pension statements for all Local 325 members enrolled in our defined benefit pension plan should have been mailed out to all members early in the New Year. Please ensure that you did in fact receive your pension statement and that all information is accurate, beneficiary, credited service, etc. Please see the union office with any questions or concerns you may have in this regard.

## 680 News Spots

Since 1996 the membership of the Canadian Union of Brewery and General Workers Local 325 from the Molson Toronto Brewery have partnered with 680 All News Radio, in delivering its Impaired Driving Prevention Messages. During the long weekends throughout the year, our message reminds listeners to find a safe alternative to driving if they are enjoying some of our great beverages. These messages are heard by many of the 1.2 million listeners per week with coverage north to Orillia, south to New York, west to Kitchener, and east to Cobourg. The membership of the Canadian Union of Brewery and General Workers Local 325 from the Molson Toronto Brewery are proud of their tradition of reminding our customers that drinking and driving is never worth the risk.

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## Manulife Benefits

We have repeated this on several occasions and will again. 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. Medical and dental forms are available to download and print from the Locals web site. [www.component325.ca](http://www.component325.ca)

## Newsletter Content

Any ideas, stories or suggestions as to the content of this newsletter or the new website would be much appreciated.

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