

# Canadian Union of Brewery and General Workers Component 325

May, 2010

# LOCAL 325 BREWERS

## NUPGE Board Meeting

Brothers Hamilton and Menezes will be in attendance at our National Union's Executive Board Meeting being held in Vancouver on June 16<sup>th</sup> and 17<sup>th</sup>. 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.

<http://www.nupge.ca>

## NUPGE Convention

The Triennial NUPGE Convention is being held in Vancouver at the Westin Bayshore Convention Centre following the NUPGE Board meeting. The dates are from the 17<sup>th</sup> to the 20<sup>th</sup> of June and brothers Hamilton and Menezes will be in attendance.

## Brewery Council Meeting

The next meeting of the Canadian Union Brewery Council will be held July 26<sup>th</sup>, 27<sup>th</sup>, and 28<sup>th</sup> in Edmonton, the President and Corresponding Secretary will be in attendance. These meetings 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.

# Canadian Union of Brewery and General Workers

## Component 325

### Membership Meeting

Our next Membership Meeting is scheduled for May 16<sup>th</sup> our last before the summer break. Please make an effort to be in attendance if at all possible. We are still looking for a Midnight Alternate Steward for the Warehouse and an Alternate Steward in the Maintenance Department. Nominations are on the agenda, as well as our regular business.

### Maintenance Steward

Thanks to Brother Rob McCulloch for filling in as a Steward in the Maintenance department until we are able to get someone in the position full time. Nominations have been on the agenda for the last couple of months but we have been unable to achieve a quorum. We will try again at this month's meeting, the last until September. Please make an effort to be in attendance.

### Safety Elections

We are holding an election for an Alternate Safety Representative in the warehouse. Brothers Carl Mullally and John Reid have both expressed an interest in the position. This is for Warehouse Members only; the details are posted on the union board.

### 85 Points

A reminder to anyone contemplating early retirement as you hit the 85 point mark (age plus years of service, minimum age 55). Please drop by the union office if you have any questions around your eligibility for the early retirement payout of \$30,000 or the details around the spousal option. You are required to leave the 1<sup>st</sup> of the month following your first becoming eligible.

### New Collective Agreement

Copies of our new Collective Agreement should be available soon as the Bargaining Committee has just recently proof read the final draft that is going to the printer. As they become available we will also issue new union cards to all Seniority Members.

### Pension Statements

Just a reminder to all members that pension statements will be in the mail shortly. Please ensure all information is correct, in particular your beneficiary and your years of credited service. For those members that were short on credited service during the lock out year of 1997, we have just recently received an official ruling from the Financial Services Commission in our favour that will put this matter to rest. Prior to that they were being dealt with on an individual basis as the need arose. Please contact the Union office if you have any questions or concerns about your statement.

### 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.

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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.

## Local Elections

Just a reminder that local elections will take place in the fall of this year, with nominations taking place at the October membership meeting. We encourage all to get involved and will advise of the details as we get closer to election time. Please have a look on the union board for the duties and responsibilities for all elected positions in our Local. These are taken from our local constitution.

## 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>

## Education Week

Our annual Union Education Week will take place at Fern Resort in Orillia, from June 7th to 11th. This is an annual event for our entire Union Committee to get together outside of the normal work environment. We have a full agenda that will include a seminar from Garth Knox. Garth is a former Local 325 Member that presently works for the City of Toronto, Human Resources department and is involved in Labour Relations.

## 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 claims. Some of the problem areas are dental implants, eye exams, Chiropractor, and massage therapy. 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 Union office of any problems in this regard ASAP.