

# Canadian Union of Brewery and General Workers Component 325

September, 2010

# LOCALS

## Local Elections

Local elections will take place on the 22<sup>nd</sup> and 23<sup>rd</sup> of October and again on the 5<sup>th</sup> and 6<sup>th</sup> of November. Nominations are on the agenda at the October Membership Meeting. Installation of New Officers is effective the 1<sup>st</sup> Monday of December.

You will find a copy of the duties and responsibilities, as is laid out in our Constitution, posted on the Union board. We encourage all to get involved in the election, be informed, and question those that choose to run, make an informed decision and please cast your ballot. We will also be canvassing for Scrutineers (an election committee of three) to run the vote as we approach Election Day. The Committee as always must be approved by the Membership.

## Expenses and Compensation

Just a reminder that with the upcoming Nomination Meeting, our Constitution requires a review and vote of expenses and compensation for all Stewards and Executive members. This will take place at the October nomination meeting. Any concerns or questions you may have regarding these matters are to be dealt with there.

## Swearing in of new members

Just a reminder to our newer members, please make an effort to come out to one of our upcoming membership meeting and get sworn in.

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### Welcome

On behalf of the entire Local we would like to welcome the following new Members. All are assigned to the Packaging Department.

- Long Kuoch
- Hamidullah Adel
- Jayashree Janakiraman
- Vijitharan Naveendran
- Jason Eurke
- Jake Cooper
- Jody Perdue

### Overtime Rate

There seems to be a bit of confusion in regards to the overtime rate to be paid. All is to be paid at double time after 41.25 hours has been worked. The exceptions as outlined in the Collective Agreement are, bereavement, union business, jury duty, lieu days, pre approved LOA's, sick days, and sick days in excess of sick bank when accompanied by a valid Doctors note. Plant holidays continue to be paid at the double time and one half rate, triple and a half after eight hours as per the Collective Agreement.

### Orientation, New Members

Orientation sessions will be held for all new members. The next meeting is scheduled for 7:00 am. Friday, September 24, 2010 at the Quality Suites Toronto Airport Hotel. 262 Carlingview Drive. Each new member will be notified in writing of the date of their orientation and we would ask you to please RSVP to the Union office (Ext. 262).

### New Full time Employees

Many questions and concerns have been expressed by our Members in regards to the hiring of new full time employees by the company. Though it is the company that selects who it is they want to hire full time, it is this union's position that the company should be looking at all temporary employees in the plant when hiring is to be done, regardless of the department they presently work in. Be assured that we are working on this and that the point has been made, very clearly to the company.

### Committee Meetings

Our next Committee Meeting is scheduled for the 16th of September. The entire Local 325 Committee, get 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.

### NUPGE Board Meeting

Brothers Hamilton and Menezes will be in attendance at our National Union's Executive Board Meeting being held in Ottawa on September 20 and 21. 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.c>

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### New Collective Agreements

Copies of our new Collective Agreement and new Membership Cards are available in the union office, please drop by and pick yours up.

### Membership Meeting

Our next Membership Meeting is scheduled for September 16<sup>th</sup> our first after the summer break. Please make an effort to be in attendance if at all possible. The presentation of the Auditors report is on the agenda, as well as our regular business.

### Safety Representatives

We have two new Safety Representatives Marc Racine in Packaging Maintenance, and Peter Wegierak in Brewing Maintenance, thanks to both for stepping up to help.

### 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.

### 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.

### Pension Credited Service

The Union is in the process of arbitrating a grievance on the issue of pension credit for our Members during the period of time that they were employed as temporary employees prior to being made full time. If you were a long term temporary employee prior to being made full time this may affect you. Though this is a policy grievance and as such will cover any Member that lost credited service, please notify the union office if you feel this may affect you.

### Earnings at retirement

The union will be going to arbitration over the issue of whether or not the 30,000 retirement incentive is considered earnings when calculation your vacation payment at retirement. We will keep you posted.

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## New Volume

The restarting of T6 (early in the new year) is great news for the local, capital plans are well under way. This added volume should go a long way in assuring the Toronto breweries long term viability, and success.

## Newsletter Content

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

## 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.

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