

Canadian Union of Brewery and General Workers Component 325

August, 2012

Retirements



Since the last newsletter publication there have been seven brothers of Local 325 that have elected to take their well-deserved retirement. They are; **Greg Reid, Gerry Larade, Christopher Haneke and Bruce Wright** from the packaging department; **Allen Abbott and Marty Perkons** from the warehouse department and **Victor Korsakas**, from the brewing department. We thank them for their 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 Greg, Gerry, Chris, Bruce, Al, Marty and Vic all the best in their retirement.



LOCAL 325 NEWS

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In Memoriam



We remember our Brother who has recently passed away; **Robert Richards** of the packaging department. Brother Robert was a valued member of our local, and will be missed dearly. Our deepest sympathies are extended to the Richards family. Our condolences are also extended to the family of retired brother & former Executive of Local 325, **William (Bill) Bickerstaffe**. Bill was a member from the maintenance department who prior to his election as Corresponding Secretary represented the department as their Chief Steward.

DAVID	FOSTER	Packaging
BARBARA	KAPICA	Packaging
DESI	DIXON	Packaging
JULIUS G	JAMES	Packaging
MICHAEL	SANTIAGO	Packaging
SLOBODAN	ARCON	Packaging
RYAN	TRAINOR	Packaging
GREGORY	JOHNSON	Packaging
STEPHEN	DUNLOP	Packaging
EDWARD	GABRIEL	Packaging
LANCE	WILLIAMS	Packaging
STEVEN	GWARTZ	Brewing
BRAD	ARPA	Packaging
MATTHEW	DENNING	Packaging
ZBIGNIEW	DUDLAK	Maintenance
ROY	RAMPHAL	Warehouse

New Member Orientation

Some of the new seniority members have attended the new member orientation session held at the Quality Suites Hotel, 262 Carlingview Drive. For those recently hired we will continue to organize further sessions this fall. All new members will have the opportunity to attend; *letters of invitation will be sent out by Brother Sturrock*. The sessions provide the opportunity for Brother's Hamilton, Gemmiti and Sturrock to meet with and discuss the history of **OUR UNION**, the Constitution and by-laws of the Local, the collective agreement, the insurance benefit plan and the importance of being an active member. 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. These sessions are paid for by the Union as we see it as an important step to introducing the new members to **Local 325**.

Welcome New Members



On behalf of Brother Hamilton, our Executive, Stewards and the entire Membership of **Local 325** we would like to welcome **21** 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.

TAY	LO	Packaging
STEPHANIE	COLOMBE	Packaging
SONAL	PATEL	Packaging
BRIAN	BOURGEIOS	Packaging
WAYNE	MURRAY	Packaging



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Membership Cards

If any seniority employee has not picked up their new card, please stop by the Union office for your Union membership card and a copy of Our Collective Agreement. Any new member will receive their Union Membership card upon payment of their initiation fee.

NUPGE Board Meeting & Brewery Council Meeting

The next National Union's Executive Board Meeting will be held in Ottawa on September 17th & 18thrd, 2012. These meetings are held four times a year and bring together the 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>

Brother Hamilton and Sturrock were in attendance at the Canadian Brewery Council meeting in Kelowna, B.C. on June 27th – 29th. 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. This year many of the locals provided updates on their new collective agreements, issues regarding their members not receiving the correct benefits from insurance providers and information on the various attacks on workers and their families from various levels of government and from the right wing corporate business agenda.

The brewery workers group have a new web site <http://www.beerworkers.org>, take a look as it has information on the beer industry from around the world.

Membership Meetings

Thank you to all in attendance at our recent membership meetings. Unfortunately we did not have a quorum at our May 2012 meeting. To hold an official meeting we need a quorum of 25 members, so please make an effort to attend and be involved in the activities of your union.

The remaining dates for our Membership Meetings for this year are; September 16, October 21 and November 18, 2012.

Education Week

Our annual Union Education Week took place at Fern Resort in Orillia, from June 4th to 8th. This is an annual event for our entire Union Committee to get together outside of the normal work environment. This year's agenda focused mainly on the many in house issues closely relating to our member's needs. Sharon Clark from the Toronto District Labour Council facilitated for 3 days, which were very informative. If you have any questions please approach any member of the Executive or ask your shop steward.



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Pension Credited Service

Brother's Hamilton and Gemmiti have been successful in obtaining increases in the amount of credited service for over 40 of our members. With assistance from our legal firm we are currently following up on another 6 members. The Company has also been notified officially with regards to this matter to protect both current and future members. We are also seeking legal opinion as to which pension plan some of the newer members should be enrolled in, either the defined benefit plan or the defined contribution plan.

If you believe you may be affected please stop by the Union office, we cannot act on your behalf unless we can review your pension statement.

85 Points / Retirement

A reminder to anyone contemplating early retirement as you hit the 85 point mark (age 55 plus years of service). Please drop by the Union office if you have any questions around your eligibility for the early retirement payout of \$30,000. You are required to leave the 1st of the month following when you first become 85 point eligible. Members who retire in 2012 are also entitled to an additional \$17,500 as payment for the partial reduction in the spousal deduction to 6.5%. For 2013 the payment is \$15,000 and the spousal reduction is 5%.

Pension Statements

The Company sent out the annual pension statements to all entitled members in the Defined Benefit pension plan in May / June of this year. If you did not receive yours please contact the Union office immediately. We ask that you carefully check your hire date, seniority date, your beneficiary and all other particulars for any omissions or errors. Please bring any concerns regarding your statement to the Union office immediately as making corrections is a time consuming process. It is very important that the information on the statement is accurate as it will affect the amount of your retirement benefit.

For Members in the Defined Contribution plan we ask that you check your investment statement carefully as it has been brought to our attention by some the members that Manulife has been making some errors.

Manpower / Hiring

Through ongoing dialogue with the Company, Local 325 has been identifying to the Company the many areas across the Brewery where there are gaps/shortages in manpower coverage. We have been explaining the effect that the lack of manpower has on overall production, efficiencies, training, and maintenance. The Company has hired in many of the departments and we will continue to bring to their attention the gaps in the manning schedules and the lack of training due to the shortage of manpower.



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Manulife & Molson Benefit Centre

We are still dealing with the Company on behalf of the many members who have been wrongfully denied a claim; not paid the correct amount of benefit; had dependents not covered; there failure to send out or provide correct information i.e. defined contribution enrollment applications; failure to have correct information on file i.e. mailing address, phone number.; and **above all** cutting current members off benefits without notice. Most of these issues are contractual obligations that are agreed to at bargaining and the Company is responsible to ensure these agents of the company provide us with the agreed to benefits.

We again remind all members that if you are having difficulty with a claim or if it has not been paid for by the insurance company, to drop by the office to review your claim to ensure you getting the coverage that has been negotiated. These are benefits that you are **entitled to** through many rounds of contract negotiations. We urge everyone to **photocopy all receipts** that that are being submitted. If you wish we can put your information on file in the Union office.

Addresses

All Members of Local 325 please advise the Union office if have a change of address or phone number (including cell #). The company does not provide us with this information and there are occasions we may need to speak with you or a family member in the case of an emergency.

Safety & P.P.E

We want to remind all of our members to please operate your equipment in a safe manner and to wear the appropriate protective safety equipment as required. Bring to the attention of your supervisor/team-leader/manager/health&safety representative any unsafe equipment or operating condition; please do not operate any unsafe equipment. It's to the benefit of all of us here and to our families that we return home safely.

Newsletter Content

Any ideas, stories or suggestions as to the content of this newsletter would be much appreciated.
mail to: brian.sturrock@molsoncoors.com

