

# Association - Employer Consultation Meeting Agenda

## P49 Employees' Association and Parallel 49 Brewery

Vancouver, BC

July 11, 2022

**Present, for the Employer:** Mike S, Aliya J, Mike T, Anthony F, Scott V

**Present, for the Association:** Dan L, Dan K, Oliver R, Laura MV, Kevin B

**Chair:** Kevin Buhler

Art. 1      Welcome      1:03pm

Art. 2      Business Updates from Ownership

- It's been a long cold spring and early summer which effects sales.
- New CFO Daniel has completed budgets for Q1 2022, they will be reviewed by department soon and see what tweaks need to be made.
- The new Brewhouse financing is finally done, it's looking like a Jan/Feb install window.
- Inflation has had a dramatic effect to product prices. The price of fuel and grain (the heat dome and Ukraine contribute to this) have put upward pressure on prices.
- Price increases to product effective June
- Big investment into marketing underway, third part company hired to extend reach.

Art. 3      EA update

- Annual Board Meeting completed today.
- CPI adjustment was well excepted by membership.
- Jenna and Kevin put together SK Zoom meeting to highlight what the EA offers. Attendance wasn't the best.
- Kevin made everyone aware of open period next year.

Art. 4      Safety

- Important that safety meetings are happening regularly and that minutes are posted.
- Oliver to join safety committee.

- Safety alarms need to be understood, can be confusing when neighbors alarms go off.

Art. 5 Training

- \$15K contributed to training fund last year. Current balance is around \$1500.
- Fund is being used for 1<sup>st</sup> Aid, Forklift tickets, school, Serving It Right, Food Safe etc.

Art. 6 New Business

- New hires need to have 10 minutes with EA Rep in their department.
- Communication in Brewery needs to be worked on, employees could use a concise list of daily tasks to work on. There are lots of moving factors outside of P49 that can change things mid day, P49 working to control factors within their control such as weekly meetings with Eric and Josh. A lead hand working a cross shift could assist newer employees as the work day unfolds.
- Company will look at inflation increase to the store card.
- Company commits to 50/50 payment of agreement booklets.

Art. 7 Date of next meeting

- Mid October

Art. 8 Adjournment 1:40pm