

## Welcome to the P49 Employees' Association!



The P49 Employees' Association or P49 EA was formed by a group of Parallel 49 Employees to provide advocacy and worker representation while still maintaining a positive relationship with their Employer. These employees wanted to have the ability to bargain collectively with their employer and have representation when needed, without being saddled with a sort of union that didn't fit the culture at the brewery they so strongly valued. They wanted a craft Association for the craft beer industry that they worked in. And so, they founded the P49 Employees' Association.

The P49 EA functions with four board members and a labour relations representative, his name is Kevin Buhler. You should always feel free to contact Kevin directly for information or guidance. You can contact him by email at [kevin@workstrategies.ca](mailto:kevin@workstrategies.ca) or call/text directly at **778-779-1142**.

Your new coworkers are also available to assist you as needed as on the ground Reps for the P49 EA. In the following days, a Rep will introduce themselves to you and provide more detail on the Employees' Association and their role as Rep. Feel free to reach out to the Reps for guidance or advice on the Google Chat. They are:

**Laura Moron-Villa – Street Kitchen -** [lvilla@parallel49brewing.com](mailto:lvilla@parallel49brewing.com)

**Wilman Ortiz - Packaging -** [wortiz@parallel49brewing.com](mailto:wortiz@parallel49brewing.com)

**Dan Kaspick – Warehouse -** [dkaspick@parallel49brewing.com](mailto:dkaspick@parallel49brewing.com)

As a P49 Employees' Association member you can look forward to:

- An annual CPI based increase each June 1;
- A Benefits Program (full time, permanent employees) including dental, vision, and prescription coverage;
- An RRSP Program (full time, permanent employees); and
- A Training Program funded by the employer.

During the onboarding process you will be asked to complete a membership card for the Association, please complete the card and return it to the People and Culture Manager. You will also be set up to enroll for the benefits plan after 6 months of service. Please ensure that you complete the online enrollment form **within 20 days of your eligibility date** to ensure ease of enrollment. Late applicants may be subject to increased medical screening.

Association dues are set at 1.25% of gross wages and there is a \$25.00 initiation fee. Please never hesitate to reach out to us if you have questions about the services we offer or are in need of guidance relating to a workplace concern. Find us online at [p49eaonline.ca](http://p49eaonline.ca). We look forward to collaborating with you to make Parallel 49 a great place to work!