

Election Guidelines

In order to assure that the employees have the ability to fairly make a free, informed and considered choice to select or not to select a bargaining representative, and to establish guidelines designed to minimize disputes in connection with an election, the parties agree to the following conditions:

A. The Union will comply with the following conditions: (i) the Union will not engage in any boycott activity against the Company or its products; (ii) the Union will in its organizing campaign respect employee freedom of choice; (iii) the Union will not make any attack on the Coors' family, MillerCoors, its management, or its products; and (iv) the Union and its agents will not engage in threats, retaliation or similar coercive pressure tactics.

B. The Company will comply with the following conditions: (i) the Company will not engage in a negative campaign by making any attack on the union movement, the Teamsters, or the Teamsters' officers and agents; and (ii) the Company and its agents will not engage in threats, retaliation or similar coercive pressure tactics.

C. In an effort to avoid disputes about whether written campaign communications to voters (handbills, letters, e-mails) violate paragraphs A or B above, the Company and the Union will, at least 24-hours prior to distribution, provide each other with advance copies of such communications. If either party expresses an objection as to the content of a specific communication, the parties will jointly address the objection before the communication is released to the employees.

D. Where an objection is made to campaign communications by third parties or individuals which violate paragraphs A or B above, the Company and the Union will jointly address such communications.

To minimize disruption associated with a lengthy campaign, it is agreed that the period of active campaigning before the election will be forty-five (45) days.

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Robert J. ...
4/28/13