

ROLLBACK OF WORKERS' RIGHTS AT STAKE IN NOVEMBER

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



Teamster members and other workers are facing a significant political challenge in this election year. Big business and corporate apologists are continuing their push to strip unions of their ability to collectively bargain by pushing so-called right-to-work (RTW) legislation. And if they are successful, more

workers could lose their rights on the job.

Such efforts have already been successful in West Virginia, where earlier this year the Legislature overrode the veto of the governor to implement RTW and roll back the state's prevailing wage law. While supporters there promised more jobs will result from the move, history shows us that lower pay for residents will be the likely result. And that's not something West Virginians, or anyone else, needs.

But what happens if this country's voters decide to elect candidates in November who don't represent workers' values? Given the current make-up of Congress and many state legislatures, it is definitely possible that RTW could become a reality in more states or even nationwide. And that would be devastating for millions of families.

Those living in RTW states have a higher poverty rate than those in ones that support collective bargaining. In fact, nine of the 10 highest poverty states are RTW. That, in part, is attributable to lower salaries and benefits. Those with no rights at work make almost \$1,500 a year less. They are also less likely to receive employer-based health insurance or pensions.

Teamsters must help lead the charge to defeat efforts to spread anti-worker legislation. RTW is a ruse. Now pro-worker forces need to spread that message so everyday Americans understand what is at stake on Election Day.



BREWERY & SOFT DRINK News

James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer | David Laughton, Conference Director



TEAMSTERS RATIFY CONTRACT WITH COLUMBIA DISTRIBUTING

Maintains Industry-Standard Health Insurance and Job Protections

Local 174 members who work for Columbia Distributing in Kent, Wash., ratified a five-year collective bargaining agreement, securing key job protections and health insurance benefits recently.

After returning to the bargaining table, the Teamsters and Columbia were able to avoid a strike and reach an agreement covering 360 drivers and warehouse workers that guarantees labor peace for five years.

"Columbia returned to the bargaining table and we were able to reach a fair settlement that provides long-term stability for the industry and for our members without the disruption of a labor dispute," said Rick Hicks, Secretary-Treasurer of Local 174. "I commend Columbia for fulfilling its legal obligation to negotiate in good faith."

Once negotiations resumed, the Teamsters and Columbia were able to settle differences over health care costs and contractual language that protects workers from unfair discipline.

"Nothing is more important than the health of our families so we were willing to fight however long we needed in order to protect our health care benefits," said

Chris Martin, a 16-year employee and member of the union bargaining committee. "Once we took care of that and maintained our job protection language, we had a deal that ended up being ratified comfortably."

Since the previous collective bargaining agreement expired at the end of February 2016, the Teamsters had reached out to key customers and investors to provide them an opportunity to express their concerns about a possible labor dispute.

"I want to thank the suppliers, retailers, investors and all others affected who communicated their support for good-faith negotiations and coming to an agreement without a labor dispute," Hicks said. "Their support allowed us to avoid striking while still protecting our members' interests."

Columbia Distributing distributes Coors, Miller, Heineken, Mac & Jack's, Georgetown, Pabst, Corona, Modelo, Pacifico, Victoria, New Belgium, Deschutes, Sierra Nevada, Lagunitas, Fremont, Full Sail/Session, and more than 1,800 other alcoholic products throughout the greater Puget Sound area.

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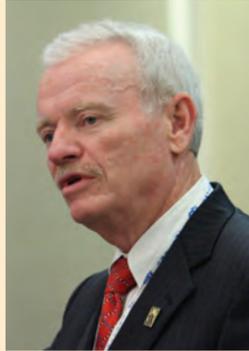
BREWERY AND SOFT DRINK LOCALS STRENGTH

In this issue of the Brewery and Soft Drink Conference newsletter, we have examples of how our local unions are standing up for members in contract negotiations and for their rights on the job.

Our members in Washington state were out in force recently to defend hard-won benefits and job protections that were being threatened during negotiations—and they won! During contract talks with Columbia Distributing in Kent, Wash., Local 174 members stood their ground and, without going on strike, were able to reach an agreement that ensured the continuance of their industry-standard health insurance and language that protects workers from unfair discipline.

Likewise, in the Chicago area, a member, through the efforts of Local 330, won back lost wages. The local leaders knew that his seniority rights had been violated and they demanded arbitration which the company ultimately settled with back pay and no loss to the member's seniority.

As a Conference, we need the strength of each of our local unions to keep our members' rights on the job and contract provisions enforced. Should your local union need support from the Conference, please feel free to contact us in the Washington, D.C. office at (202) 624-6921 or email Smyers@teamster.org and we will do whatever is necessary to assist.



Campaigns Show Bipartisan Backing for Infrastructure

Support for infrastructure investment is growing on both sides of the political aisle. Presidential candidates are talking about it. The media shows images of our deteriorating roads, railways and water systems. Something needs to be done.

Luckily, the Teamsters unveiled its "Let's Get America Working" platform last year that provides a detailed roadmap for how this nation should prioritize such investment. It notes that maintaining, rebuilding and repairing our transportation, energy and water networks benefit workers by creating good-paying construction jobs that often pay prevailing wages. At the same time, such work also helps the economy by improving systems needed by businesses nationwide.

There are many infrastructure problems that need to be addressed. They include:

- More than 59,000 structurally deficient bridges nationwide, crossed by 215 million vehicles each day, according to the American Road & Transportation Builders Association;
- 54 percent of urban roads in substandard or out-of-date condition, according to "TRIP," a national transportation research group;
- Rail infrastructure supporting an increased volume of oil tanker cars, which have increased from 9,500 in 2008 to more than 400,000 in 2013, according to the Brotherhood of Maintenance of Way Employees, but without sufficient structural improvements to the rail system;
- Upgrading energy delivery infrastructure like pipelines and transmission lines; and
- Replacing pipes in aging water systems to avoid lead contamination like what's happening in Flint, Mich.

Rebuilding, repairing and reinvestment doesn't just need to be about transportation and energy projects. It can be about rebuilding and repairing the trust between government and workers by reinvesting in the people that have and can continue to make this country great. Better pay will lead to more spending and improve our quality of life. That way we all win.

St. Charles Coca-Cola Teamster Recovers \$2,000 in Lost Wages

Local 330 Representatives Successfully Settle Grievance, Protect Seniority

A relief driver with Great Lakes Coca-Cola Distribution recently secured \$2,000 in back pay after Local 330 in Elgin, Ill., fought to protect his seniority rights at work.

Local 330 member Emanuel Lopez was unlawfully sent home last year while awaiting additional relief work at Coca-Cola's distribution facility in St. Charles, Ill. Other relief drivers, including those with less seniority than Lopez, were offered merchandising work during the same period, despite Lopez being kept off the job for several days.

After filing a grievance for missed work and lost wages on the member's behalf, Local 330 representatives were forced to demand arbitration with Great Lakes Coca-Cola. The company ultimately agreed to settle the charge, providing Lopez with \$2,000 in back pay while preserving his seniority status.

"After years of hard labor and commitment, Lopez had every right to keep working and deserved to be made whole following the company's actions," said Dominic Romanazzi, President of Local 330. "Local 330 follows through with every grievance, every time, to ensure our members are represented to the fullest. Local 330 is entering negotiations with Coca-Cola in the near future and we will work to further improve seniority language to strengthen collective bargaining rights for all members."



Fight Continues to Keep Eden's MillerCoors Brewery Open

N.C. Attorney General Investigates Possible Antitrust Violation



North Carolina Attorney General Roy Cooper spoke at a Teamsters rally outside of the MillerCoors brewery in Eden, N.C., recently.

MillerCoors announced plans to close the Eden brewery in September 2015, just two days before merger talks between AB InBev (ABI) and SABMiller (SAB) became public. SAB and Molson Coors are co-owners of MillerCoors. Local 391 represents 350 employees at the Eden facility.

At the rally, Cooper indicated that North Carolina is investigating the decision to close the brewery. He stated that his office has sent investigative demands and set up meetings with the companies involved. He also indicated that the state is working with the U.S. Department of Justice, which is overseeing the antitrust investigation of the ABI/SAB merger.

"This community and our entire state will suffer because of the loss of these good-paying jobs," Cooper said. If MillerCoors does not want to operate the facility, both Cooper and Teamster officials encouraged the company to find a buyer willing to keep good jobs in North Carolina.

"Our fight to keep the Eden facility open is tough, but we appreciate the support from the community, the state's attorney general and legislators," said Dave Laughton, Director of the Brewery and Soft Drink Conference.