

# LET'S GET AMERICA WORKING

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The Teamsters have had enough of workers becoming an afterthought in Capitol Hill policy decisions.

There needs to be a way to bring a bipartisan collection of lawmakers together for the good of regular working men and women who are just trying to support their families. And there is one – infrastructure investment.

A better transportation network would help both truckers and the owners of their cargo more efficiently move goods across the country. It would help workers get to their jobs more quickly. And increasing the flow of energy like oil and natural gas would lower prices for consumers and businesses. Plus, construction work would create good-paying jobs.

Rebuilding America is the key to the nation's future. Whether it's building new roads or fixing old bridges, the idea is a winner not only for workers but the business community. It's rare when Congress can help two constituencies with one plan. This is it.

Now is the time to think big. To ignore the need for such a massive program will result in catastrophe for the



health, safety and welfare of Americans and the U.S. economy. Let's get America working and revive our nation to the shining city on the hill it once was again.



# BREWERY & SOFT DRINK News

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



## MILLERCOORS CONTRACT RENEWED IN NORTH CAROLINA AND TEXAS

Teamster Negotiators Hold Strong on Contract

Teamsters at MillerCoors breweries in Eden, N.C., and Fort Worth, Texas, have ratified new, three-year contracts. The agreements cover more than 900 employees at the two breweries and provide lifetime retiree health care benefits. Members of Locals 391 and 997 at each location voted to ratify the contracts by 88 percent.

"Our members overwhelmingly ratified these contracts at MillerCoors because they provide stability for their families while they are working and in retirement," said David Laughton, Director of the Brewery and Soft Drink Workers Conference. "For the next three years, our members at MillerCoors know that their wages and pension benefits are secured and that now their families will be protected after they retire."

MillerCoors had proposed cutting the union's seniority system as well as lowering the wage rates in the distribution facilities, but the Teamsters negotiating team fought back. Ultimately the agreements brought to members for a vote were for

contracts that kept previously hard-won victories in place, in addition to increases in wages and benefits.

"I am glad to have the pay raises and the good benefits that this new contract provides," said Travis Mabe, a 10-year member of Local 391 who works in the packaging department of the Eden brewery. "Maintaining our seniority system has been important and we secured that in the new contract, too." There are 430 Teamster members working at the Eden MillerCoors plant, 214 of which are in the same department as Mabe.

"The company was anxious to make cuts but we stood our ground," Laughton said. "We made sure that there were improvements for both active members at MillerCoors and the retirees who had paved the way before with their long years of service."

The Brewery and Soft Drink Workers Conference represents 1,200 MillerCoors workers nationwide. The third and final contract, for the MillerCoors plant in Irwindale, Calif., is currently being negotiated.

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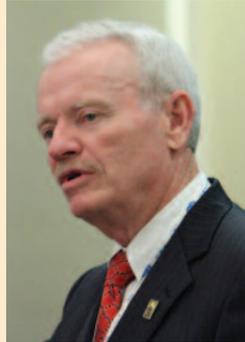


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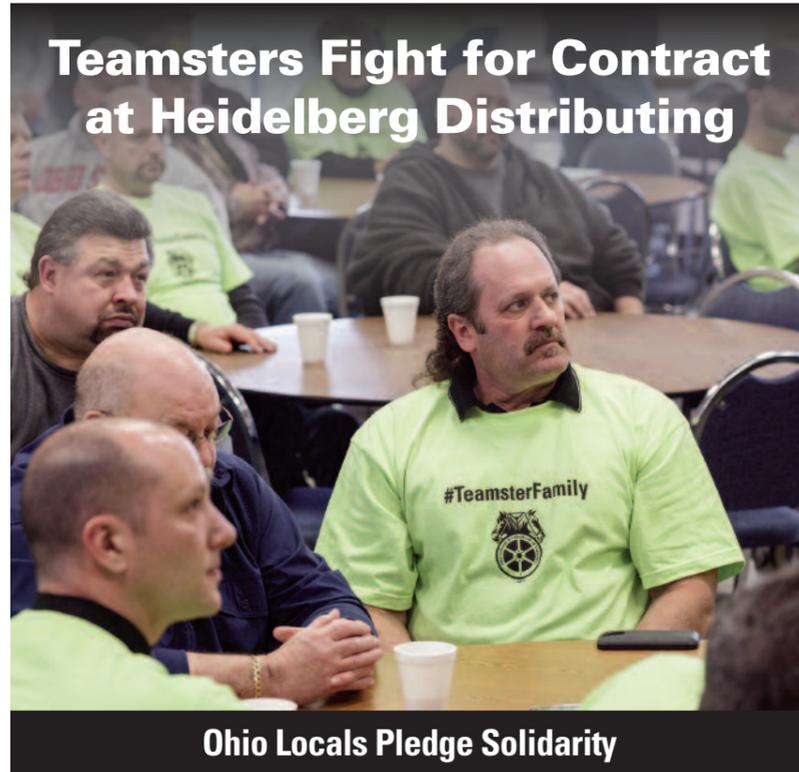
## THE IMPORTANCE OF A UNITED BARGAINING PLAN

As reported in this newsletter, our negotiating team for the MillerCoors contracts was able to hold the line during negotiations as we won good contracts for members at Locals 391 and 997. Our united negotiation strategy has insured that our agreements include good wages and benefits.



Although domestic beer industry sales have been under attack by imports and shifting tastes, our Teamster brands such as MillerCoors are growing. The Conference believes that MillerCoors and Anheuser-Busch will make up for any lost market share, and thus our members, who have worked to support the growth of these firms for decades, will be able to count on these jobs in the long run.

Also highlighted here is the recent victory in Atlanta for a former employee of Coca-Cola. Greg Guice, who tried to help bring Teamster representation to a bottling facility, was discriminated against by Coca-Cola when they asked him to remove union logos from his uniform as well as other actions. Ultimately, Coca-Cola settled out of court, paying Guice \$42,500. This shows that even in a right-to-work state such as Georgia, unlawful discrimination against employees who chose to seek union representation will be punished.



## Teamsters Fight for Contract at Heidelberg Distributing

Ohio Locals Pledge Solidarity

Recently, in a dramatic show of unity in the face of unreasonable demands on Heidelberg Distributing's unionized workforce, members of Local 284 in Columbus, Ohio, marched together into contract negotiations. The local represents approximately 500 workers at six of Heidelberg's family-owned distributorships of beer, wine and spirits in Ohio. Employees had voted to join the Teamsters two years ago, but are still without a contract.

The Vontz and Miller families who own Heidelberg Distributing are locked in a family feud for control of the company whose annual sales topped \$661 million in 2013.

"Our union brothers have sent a clear message to Heidelberg," said Paul Suffoletto, Local 284 President. "As Teamsters we believe an injury to one is an injury to all. The family feud that some fear may destroy this company is not going to destroy the unity of our Teamster family."

"We joined at the negotiation table today even though our members in Cincinnati have a contract until April 2016," said Randy Verst, President of Local 1199 in Cincinnati, Ohio. "We know if this 'war on workers' is not won by the five locals with the open and expiring contracts, we'll be next."

"We have embarked on a campaign for fairness for workers at Heidelberg and will do everything in our power to that end," said Bill Lichtenwald, Ohio Conference of Teamsters President. "I'm proud of the unity and solidarity shown by the locals. They're going to stand together as long as it takes."



## ANTI-UNION DISCRIMINATION CASE AT COCA-COLA SETTLED

### Employee Sought to Unionize Georgia Bottling Plant

Greg Guice, a former employee of Coca-Cola's bottling facility in College Park, Ga., recently received \$42,500 from the company to settle his NLRB complaint against them for "anti-union discrimination."

Guice, a former bulk delivery driver at the facility, was dismissed in 2012. He had begun an organizing effort in 2010 and even spoke at Coke's annual shareholder's meeting about the subject that year. Soon afterward, according to the Atlanta Journal-Constitution, he was directed by management to take union logos off his uniform and in 2012 was issued a disciplinary warning after management had questions about his union organizing talks with other employees.

"Coke knew that they were violating my rights when they discriminated against me for organizing a union in Atlanta," said Guice, according to the Atlanta Journal-Constitution. "I hope that Coke employees see this settlement as a victory for us all in our efforts to win a voice on the job and a Teamster contract."

## Weekly News for Working Families



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