



TEAMSTERS LOCAL 727

Representing nearly 10,000
hardworking men and women
throughout the Chicagoland area

John T. Coli
Secretary-Treasurer

John T. Coli Jr.
President

MAY 2, 2016 | PEPSI TEAMSTERS BARGAINING UPDATE

PEPSI SENDS UNION LAST, BEST, FINAL OFFER

Pepsi management sent the union its last, best and final contract offer on Monday afternoon.

The Teamsters Local 727 Bargaining Committee presented the company with its last, best and final offer at the end of a 16-hour negotiation meeting on Thursday, April 28. The union gave the company 48 hours to respond with its last, best and final contract offer.

“The company’s offer doesn’t have everything the union asked for, but we did not give up a single concession,” said John T. Coli, Secretary-Treasurer of Local 727.

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The company’s last, best and final economic offer includes:

- Kankakee MEM on call increased to \$90
- Starting in Year 2, \$0.50/hour premium for MEM employees holding a DOT card when actually performing work for which the DOT medical card is required
- \$1/hour increase for Kankakee MEM service techs performing refrigeration work (to match Chicago)
- \$1/hour premium for Field Service Technicians designated and working as Service Advantage Technicians
- Convert employees to Standard Flex Benefits Program health insurance, which results in annual per employee savings of between \$500 and \$1,500 with identical or improved coverage levels. Plan design in total and rates will be the same as those offered throughout the PBC system for frontline employees. VISIT TEAMSTERSLOCAL727.ORG TO DOWNLOAD RATES FOR 2016 STANDARD FLEX PROGRAM
- Wages for hourly employees, including special events:
 - o Year 1 + 1 sick day: \$0.40
 - o Year 2 + 1 sick day: \$0.40
 - o Year 3: \$0.50
 - o Year 4: \$0.50
- Paid sick days can be used at employee’s discretion and will not apply to the attendance policy but will apply to holiday eligibility language.

- Wages for Transport:
 - o Lump sum \$750 each year
 - o Two-tier compensation for Transport Drivers (those hired before April 28, 2016, and those hired after April 28, 2016)
- Wages for Chicago D-Bay
 - o Year 1 + 1 sick day: \$0.012 commission increase
 - o Year 2 + 1 sick day: \$0.012 commission increase
 - o Year 3: \$0.013 commission increase
 - o Year 4: \$0.013 commission increase
- Wages for Chicago FSV
 - o Year 1 + 1 sick day: \$7/week base, \$0.041 commission increase
 - o Year 2 + 1 sick day: \$7/week base, \$0.041 commission increase
 - o Year 3: \$7/week base, \$0.047 commission increase
 - o Year 4: \$7/week base, \$0.047 commission increase
- Wages for Kankakee D-Bay
 - o Year 1 + 1 sick day: \$0.0111 commission increase
 - o Year 2 + 1 sick day: \$0.0111 commission increase
 - o Year 3: \$0.012 commission increase
 - o Year 4: \$0.012 commission increase
- Wages for Kankakee FSV
 - o Year 1 + 1 sick day: \$7/week base, \$0.041 commission increase
 - o Year 2 + 1 sick day: \$7/week base, \$0.041 commission increase
 - o Year 3: \$7/week base, \$0.047 commission increase
 - o Year 4: \$7/week base, \$0.047 commission increase
- \$20 annual increase for paid time off for commissioned drivers (D-Bay and FSV)
- Yearly Chicago Pension increase for employees still in multiplier plan.
 - o Year 1: \$1 (\$40)
 - o Year 2: \$1 (\$41)
 - o Year 3: \$1 (\$42)
 - o Year 4: \$1 (\$43)

Missing from the company's last, best and final offer was the draft version of the full contract, as was promised on the final day of bargaining. The union made it clear that the membership needs a full, complete contract draft to review before a vote can even take place.

The Local 727 Bargaining Committee and Pepsi management also had tentatively agreed to merge all four contracts into one unified contract, and now the union is tasked with ensuring the merged language reflects the tentative agreements reached by the parties.

Once the union receives the necessary document from the company, the union can begin the lengthy, tedious task of completing a final document. By failing to send its offer in full contract form, the company is further delaying an already lengthy process.

The union will continue to update the membership throughout the process. If you have questions, contact your Local 727 Business Representative.

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