PEPSI MEMBERS

Pepsi Members Receive Seniority Implementation Dispute Awards

Several Pepsi members filed grievances against the beverage giant due to wrongful decision-making in recent job placements and, as a result of an arbitration, won awards.

On July 9, 2015, an arbitration hearing was held regarding several grievances against Pepsi about job bid seniority. Pepsi utilized company seniority as grounds for decisions for several job bids. The results of the arbitration found that the company violated the union contract.

Because the company acted incorrectly, certain individuals that were affected in April 2013 received compensation for positions they should have received had the contract been followed.

"Pepsi did not follow the contract by executing the bid incorrectly," John Coli, Jr., President of Teamsters Local 727, said. "We are happy to see that real measures were taken to ensure our hard-working members and their families are not harmed."

In addition, Local 727 has recently filed a grievance on behalf of all members because the company failed to post seniority lists according to the contract.

This grievance relates to the contract's statement about seniority lists:

The employer shall post a current seniority list of its employees a minimum of two (2) times per year (in May and November) which shall include the name, departmental seniority date, job classification, and job classification seniority date.

"This is not over," Coli said. "Teamsters Local 727 will continue to monitor Pepsi's practices related to seniority as outlined in the contract."

If you have questions, contact your Local 727 business representative, Zach Frankenbach, at (847) 696-7500 or zach@teamsterslocal727.org.

Teamsters Local 727 represents more than 600 workers at four Pepsi facilities in Chicago, Elk Grove Village and Kankakee.

Nothing in this article should be read as the union's waiver of any legal argument, position or additional grievance. The union does not forfeit its right to make any and all supplemental arguments.