



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

Great Lakes Coca-Cola Distribution, LLC
Cases 13-CA-230645 & 13-CA-232530

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain or coerce you in the exercise of the above rights.

WE WILL NOT refuse to bargain collectively with the International Brotherhood of Teamsters Local 727 (the Union) by failing and refusing to furnish and/or by unreasonably delaying in furnishing it with requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our unit employees.

WE WILL provide the Union with the following information that it requested in writing and we will explicitly state when the requested information does not exist:

- An explanation concerning how the Employer rates the severity of DriveCam triggering events
- A full list of DriveCam triggering events and what level of discipline was assigned to each of those events
- The investigation related to the termination of Steve Ruiz including but not limited to: all witness statements, audio/video evidence, all communication between management about the alleged incident and/or the member.
- Documents related to the investigation which led to the termination of Guvonney Lennon including: complaints, documented incidents, video evidence and e-mails between management
- Documents related to the investigation which led to the suspension of DeShawn Davis including: all communications between management agents about the incident as well as any witness statements.

WE HAVE provided the Union with information it requested on October 29, 2018.

Great Lakes Coca-Cola Distribution, LLC
(Employer)

Dated: _____ By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/ttv> (link is external), calling one of its toll-free numbers and asking its Communications Assistant to call our toll-free number at 1-844-762-NLRB.

219 South Dearborn Street, Suite 808
Chicago, Illinois 60604

Telephone: (312) 353-7570
Hours of Operation: 8:30 a.m. to 5:00 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Field Examiner, Christopher J. Lee at (312) 353-9777.