



TEAMSTERS LOCAL 727 MEMBER NEWSLETTER

SPRING 2019

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John Coli, Jr., Secretary-Treasurer ▫ TeamstersLocal727.org ▫ 1300 W. Higgins Road, Suite 111 ▫ Park Ridge, IL 60068

Local 727 Recovers \$40,000 in Owed Wages for Teamster Movie Drivers

Nearly thirty bargaining unit employees represented by Teamsters Local 727 will receive a combined total of \$40,000 in backpay as a result of the Union's successful settlement of a grievance against Beats Financing and Distribution, LLC.

The grievance was originally filed last summer when the Union learned that the Company had increased the budget for the upcoming Netflix drama Beats, effectively upgrading the project from a low-budget to a high-budget production, but failed to raise the hourly wage rates of Local 727 members working on the project. While the Company acknowledged increasing the wages of other unionized workers, it denied Local 727's grievance and declined to raise the wage rates of the Union's movie industry drivers.

After the Union's grievance was denied, Local 727 submitted the grievance for arbitration. As a result of the Union's persistence, Orville Productions, LLC, Beats' successor in interest, agreed to pay \$40,000 in backpay to members employed by the Company after the budget increase.

"Local 727 does not back down when our members are mistreated," stated Local 727 Secretary-Treasurer John Coli, Jr. "These hardworking members are an integral part of the film industry in Chicago. They deserve to be fairly compensated."

Beats is set to be released later this year. The Netflix original will depict the story of an agoraphobic young hip-hop prodigy from Chicago's South Side and his relationship with a disgraced former music manager.

Cook County Board Restores Tax on Parking Apps Following Address from



Secretary-Treasurer John Coli, Jr. and Members of the PILMC

Teamsters Local 727 Secretary-Treasurer John Coli, Jr. and members of the Parking Industry Labor Management Committee (PILMC) recently addressed the Cook County Board of Commissioners and advocated for the repeal of an unjust tax-break for parking app companies, such as SpotHero and ParkWhiz, which was set to go into effect on January 1st.

The Cook County Board of Commissioners previously approved a measure last October that would reduce the rate at which parking aggregator apps are taxed. While aggregators were previously charged the same 6% tax rate as parking garage operators, the new ordinance would cut this rate to 1.75%, the county sales tax. Though many parking garage operators also use apps to book parking services, this

tax-break would only have applied to aggregators like SpotHero.

"This ordinance would allow aggregators to rake-in profits while contributing less to our county. It's a fundamentally unfair tax-break that would drastically impact our hardworking members and could result in reductions to the parking industry labor force," argued Local 727 Secretary-Treasurer Coli. "These aggregators offer parking reservations just as parking garage operators do. The same tax rate should apply for all companies that provide the same services."

Secretary-Treasurer Coli's remarks and the vocal support of members of the PILMC, successfully persuaded the

See **PILMC**, Page 4



IMPORTANT DATES

Membership Meetings:

Held at noon in the meeting hall at 1300 W. Higgins Rd, Suite 114, in Park Ridge, IL

- Sunday, April 28
- Sunday, May 19

Union Office Closings:

- Good Friday
Friday, April 19

TEAMSTERS LOCAL 727

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TeamstersLocal727.org
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BENEFIT FUNDS**

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BRIEFLY SPEAKING

Join Teamster Caucuses & Committees!

- **Chicago Teamsters Hispanic Caucus:** ChicagoTeamstersHispanicCaucus.org
- **Teamsters Joint Council 25 Women's Committee:** TeamsterWomen.com
- **Teamsters National Black Caucus Chicago Chapter:** ChicagoTNBC.com

Withdrawal Cards

Contact the Local 727 Dues Department at (847) 696-7500 for information on taking a withdrawal card if you plan to be off work for an extended period of time.

Know Your Weingarten Rights!

The U.S. Supreme Court's 1975 decision in the Weingarten case held that if the employer requires an employee to submit to an investigatory meeting and denies the employee's request for union representation, then the employer is in violation of the National Labor Relations Act.

If you are called into a meeting and have reason to believe that disciplinary action may be imposed, you have the right to have a union agent present during the meeting.

Read this statement to management: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request my union representative be present at the meeting. Without representation, I choose not to answer any questions. This is my right under the U.S. Supreme Court decision called Weingarten."

For more information on your Weingarten rights, contact your Local 727 business representative at (847) 696-7500.

Teamster Benefits & Discounts

In addition to job protection, benefits and wages provided for in Teamster contracts, the International Union provides additional services offered at a discounted cost to the membership. Because of the strength and size of our membership, the International is able to negotiate these lower costs for services ranging from legal to medical to financial. Visit Teamster.org/benefits to find out more.

Order Illinois Teamster License Plates

For the first time, Illinois drivers can purchase Teamster specialty license plates for registered vehicles. Plates can be purchased for all passenger vehicles, B-trucks and vans weighing 8,000 pounds or less.

Total fees for new vehicle plates or replacement plates for existing vehicles vary depending on individual vehicle registration. Any member who submitted an original interest form for Teamster license plates in previous years will have their initial Teamsters special plate fee waived.

Teamster license plates can be purchased or renewed through the Secretary of State's website (cyberdriveillinois.com), by mail, by phone at (800) 252-8980, or by visiting a driver services facility.

Local 727 Executive Board

- John Coli, Jr.**, Secretary-Treasurer
- Curt Ziedrich**, President
- Darryl Poelinitz**, Vice President
- William Coli**, Recording Secretary
- Anthony Wendel**, Trustee
- Patrice Jefferson**, Trustee
- Jose Delgado**, Trustee

Local 727 Staff

- Ana Barrera**, Receptionist
- Jayna Brown**, General Counsel
- Kristen Leet**, Bookkeeper
- Mike McManus**, Director of Referrals
- Linnette Medina**, Titan Operator
- Anabel Ornelas**, Office Manager
- Margaret Upstrom**, Lead Titan Operator
- Maggie Ward**, Communications Director

Local 727 Business Agents and Organizers

- Caleen Carter-Patton**, Lead Business Agent
- Mike DeGard**, Business Agent
- Zach Frankenbach**, Lead Business Agent
- David Glass**, Business Agent
- Don Leiva**, Organizer
- Nick Micaletti**, Business Agent
- Chris Owoyemi**, Business Agent
- Ben Rodriguez**, Business Agent
- Melissa Senatore**, Lead Business Agent
- Donnie Von Moore**, Business Agent

NEGOTIATIONS & CONTRACT HIGHLIGHTS

As Local 727 Demands a Fair Contract, GLCCD Delays & Disrespects Employees

Teamsters Local 727 and Great Lakes Coca-Cola Distribution, Inc. have opened negotiations for new collective bargaining agreements covering Inside and Outside workers, as well as GLCCD employees working under the former Coca-Cola Refreshments contract.

On the first day of negotiations, the Local 727 bargaining committee presented GLCCD with a complete and comprehensive contract proposal. The Union's proposal includes a single contract for all bargaining unit members, inclusion of GLCCD workers in the Teamsters Local 727 Health and Welfare Fund, wage raises, fair scheduling procedures, language that limits management's ability to alter drivers' routes, and the complete elimination of the mix mode distribution system.

Local 727 scored its first victory during the parties' initial bargaining

session when GLCCD agreed to the Union's goal of one contract for all bargaining unit members.

Despite a productive start to negotiations, GLCCD has since wasted significant time, arriving to negotiations often unprepared to substantively discuss the Union's proposals or provide any real counterproposals. Instead, the Company has consistently submitted current contract language in response to nearly all of Local 727's proposals.

"This Union will not be deterred by GLCCD's delay tactics," said John Coli, Jr., Secretary-Treasurer of Local 727. "The Company is wasting valuable time. If an agreement isn't reached by the current contracts' expiration date, it will be on GLCCD for failing to respect this process."

The current GLCCD contracts are set to expire on April 30, 2019.

Local 727 Makes Slow but Steady Progress in Dr Pepper Negotiations

On Thursday, March 7th, Teamsters Local 727 and representatives of the American Bottling Company, a subsidiary of Keurig Dr Pepper, initiated negotiations for a new Inside collective bargaining agreement covering vending service, warehouse, sanitation, maintenance, and production employees.

The Local 727 bargaining committee opened negotiations by presenting Dr Pepper with a complete and comprehensive contract proposal that included five paid sick days for all employees, significant wage raises, changes to scheduling and overtime procedures, and improvements to workers' pension and 401k plans.

As of publishing, the Local 727 bargaining committee has successfully secured tentative agreements on nearly all non-economic matters, including contract language related to team leads, the workweek, cross-training, and overtime. The Union and Dr Pepper

have also tentatively agreed to an enhanced two-step grievance procedure.

Throughout negotiations, the Union has also demanded a 3-year contract term—which would align negotiations for the next Inside and Outside CBAs—and the inclusion of contract language that would allow members to honor any sanctioned strike/picket line, including strike lines of employees covered by the Outside Dr Pepper contract.

"Management's apprehension and reluctance to agree to these terms suggests Dr Pepper is scared of what our Union is capable of when we stand united," stated John Coli, Jr., Secretary-Treasurer of Local 727. "They know that our Union solidarity can't be beat."

The parties are expected to begin bargaining over economics when negotiations resume on April 4th.

The current Inside Dr Pepper collective bargaining agreement is set to expire on April 30, 2019.

DOUBLETREE ROSEMONT & EMBASSY SUITES ROSEMONT:

Teamsters Local 727 members employed by the DoubleTree Rosemont and Embassy Suites Rosemont Hotels have unanimously ratified two new 3-year collective bargaining agreements.

Effective January 1, 2019, all bargaining unit members covered by the successor agreements will receive a wage increase that raises worker wages to or above area standards.

Additionally, Local 727 representatives were successful in negotiating the addition of new contract language that ensures members will be adequately compensated for overnight shift work. Should the DoubleTree Rosemont or Embassy Suites Rosemont choose to introduce an overnight shift, Local 727 members assigned to work the new shift are guaranteed to receive a per hour premium.

Under the new contracts, the hotels will also be required to purchase and distribute new coats for all employees who have not recently received one.

HOME JUICE: Local 727 members overwhelmingly ratified a new successor collective bargaining agreement covering both Inside and Outside Home Juice Corporation employees.

One of the highlights of the new CBA are the sweeping retroactive wage raises that successfully narrow the gap between Tier 1 and Tier 2 drivers.

The Local 727 bargaining committee was also successful in negotiating PTO improvements, including 5 paid sick days for all employees and the ability for employees to split 1 week of vacation leave into 1-day increments. Drivers will now also receive a full day's pay for each PTO day.

The Union was also successful in negotiating unprecedented increases to the employer-funded 401k, as well as a lowering of the threshold for enhanced 401k pension contributions. Additionally, under the newly ratified collective bargaining agreement health care costs for all Home Juice members will be frozen for the duration of the contract.

PILMC, from Page 1

Board to reverse its previous decision and restore the uniform 6% tax rate.

“Local 727 is thrilled that the Board of Commissioners saw sense and voted to restore the fair, across-the-board tax rate,” said Coli. “Our members work hard each and every day to provide safe parking services to the people of Chicago. This reversal evens the playing field for union operators and protects the jobs of our dedicated members.”

SUPPORT YOUR TEAMSTER BROTHERS & SISTERS!

Download the **CHICAGO PARKING MAP** App Today!



A **FREE** app that allows users to find Union-represented parking garages and lots in the Chicagoland area.

Users can type in an address and a list of nearby parking garages and lots will appear, complete with information on hourly rates, holiday/specialty rates, photos, and location details. Chicago Parking Map app users can use the app in conjunction with their map apps to get directions.

Available for download in the **Apple App Store** and **Google Play Store**.

GRIEVANCE & ARBITRATION UPDATES

Union Challenges Violation of Osco Settlement Agreement

Local 727 filed a grievance against Osco after learning pharmacy students were being misclassified and paid by Osco as technicians despite the student’s enrollment in pharmacy school.

In response to the Union’s willingness to pursue the matter through arbitration, Osco agreed that, “affected Employees shall become members of the Teamsters Local 727 Bargaining Unit on the date the Company is notified in writing by the Union or employee and provided a copy of the pharmacy student’s transcript that the Affected Employee is a Pharmacy student enrolled in his or her 3rd year of pharmacy school or beyond.”

Local 727 recently learned that Osco has informed affected technicians that they must participate in an interview before their status is changed and they receive the “pharmacy student” wage rate. The Union immediately contacted Osco after being notified of this Company-fabricated additional requirement.

According to the agreement signed by Osco, ‘wages, benefits, and other terms and conditions of employment set forth in the Local 727 contract shall apply to the Affected Employee as of the Sunday immediately following the date the Company was so notified...’ The settlement does not require technicians to participate in an interview.

The Union has demanded that all affected employees’ statuses and wages be immediately adjusted regardless of whether they agreed to interview or not.

“This Union will not stand idly by and allow Osco, or any other employer, to concoct their own additional terms to any agreement,” insisted John Coli, Jr., Secretary-Treasurer of Local 727. “These hardworking students deserve to be paid fairly. They shouldn’t have to jump through hoops because Osco has them incorrectly classified.”

CDT Refuses to Pay Out Unused Vacation/Sick Time to Separated Employees

Local 727 recently filed a grievance against Cook DuPage Transportation, when it learned the Company has refused to pay out several members’ unused vacation and sick/personal time following their separation of employment from CDT.

The CDT collective bargaining agreement specifies that all owed wages, accrued vacation days, and accrued sick/personal days are to be paid out on the next scheduled pay period after the employee’s separation from the Company.

While Local 727 continues to demand compliance with the contract, members are strongly encouraged to file individual wage claims with the Illinois Department of Labor. Wage claims must be filed by the affected individual and cannot be submitted by the Union on your behalf.

To download the wage claim form, visit rebrand.ly/Wage-Complaint or scan the adjacent QR code.



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. Please note that the Union does not represent individual employee or class action claims before the Illinois Department of Labor.

Soda Companies' Bad Behavior Result in Multiple Unfair Labor Practice Charges

Labor Board Finds Merit with ULP Charge Filed by Local 727 Against Dr Pepper

Last year, Local 727 filed an unfair labor practice charge against the American Bottling Company for its refusal and delay in providing the Union with information it had requested in order to investigate claims made by the Company.

Region 13 of the National Labor Relations Board recently found merit with Local 727's charge against the American Bottling Company, a subsidiary of Keurig Dr Pepper.

The NLRB then ordered Dr Pepper to provide Local 727 with the previously requested information. Additionally, the Labor Board ordered the Company to post a notice informing employees that it would no longer refuse to provide the Union with information that is necessary to the Union's role as the bargaining representative.

After Members Vote to Accept GLCCD's Sick Day Proposal, Company Reneges on Agreement

On Sunday, February 24th, Teamsters Local 727 members employed by Great Lakes Coca-Cola Distribution, Inc. voted in favor of accepting the Company's recent proposal which resolves the Union's outstanding attendance policy grievances and unfair labor practice charges.

Under the accepted proposal, effective March 1, 2019:

1. All current GLCCD employees will receive five paid sick days annually;
2. Employees working under the Coca-Cola Refreshments contract, including field service technicians and production workers based out of the Niles and Alsip facilities, will have their attendance points reset to zero;
3. The GLCCD attendance policy will apply to all employees working under the CCR contract.

Though Local 727 and GLCCD agreed that no other substantive changes would be made to the attendance policy outside of those specified in the Company's proposal, GLCCD almost immediately renege on the agreement.

Local 727 was informed that GLCCD management held mandatory meetings during which workers from several job classifications were advised of changes to call-in times and procedures, and informed of new changes to the points system itself.

Local 727 has filed a new ULP charge against GLCCD with Region 13 of the National Labor Relations Board in response to these actions. Local 727 will update members of any new developments related to this charge.

NLRB Region 13 Finds Merit with Unfair Labor Practice Charge Filed Against GLCCD

Region 13 of the National Labor Relations Board has found merit with an unfair labor practice charge filed by Teamsters Local 727 against Great Lakes Coca-Cola Distribution, Inc. last year. The charges initially stem from GLCCD's delay and refusal to provide pertinent information to Local 727 regarding the unjust termination of Union members.

The NLRB has ordered GLCCD to provide the Union with the requested information. The Labor Board has also ordered GLCCD to post notices throughout their facility informing employees that the Company will no longer refuse to provide information to Local 727 that is necessary to the Union's role as the bargaining representative.

"Federal labor law is clear—GLCCD must turn over requested relevant information. GLCCD should be embarrassed that it took a ULP charge for the Company to honor its obligations under the law," said Secretary-Treasurer John Coli, Jr.

The NLRB's merit finding reaffirms what Local 727 has always argued—no company is above the law.

"Local 727 will not sit idly by while employers, like GLCCD, violate collective bargaining agreements or the law," added Coli. "This Union will pursue all violators to the furthest extent of the law."

Scan to view Local 727's Employer Wall of Shame



Or visit rebrand.ly/Wall-Of-Shame

Reyes Fleet Management Mechanics Overwhelmingly Vote to Join Local 727

Mechanics employed by Reyes Fleet Management, a subsidiary of Reyes Holdings, LLC, recently voted overwhelmingly in favor of union representation, selecting Teamsters Local 727 as their exclusive collective bargaining representative. Local 727 also currently represents more than 700 employees of the Reyes Holdings subsidiary Great Lakes Coca-Cola Distribution, Inc.

“Congratulations to our newest Brothers and Sisters! On behalf of all Local 727 members, welcome to our Teamsters family,” stated Local 727 Secretary-Treasurer John Coli, Jr. “We look forward to fighting for a strong first collective bargaining agreement.”

By voting for Local 727, these mechanics have chosen to have a say in their working conditions. Their voices, bolstered by a brotherhood of nearly 10,000 workers, can now demand fair pay, strong benefits, and respect from their employer.

Teamsters Local 727 has begun the process of negotiating a first contract for the mechanics and requested dates for collective bargaining from Reyes Fleet Management.

Local 727 & Chicago Labor Stand United at Union Strikes Across the Windy City



Teamsters Local 727 Secretary-Treasurer John Coli, Jr. and Local 727 business representatives walked the picket line in solidarity with the Chicago Federation of Musicians and the striking members of the Chicago Symphony Orchestra. The musicians initiated a strike on Monday, March 11th, in protest of the CSO’s proposal to drastically reduce pension benefits.

“There’s no doubt—Teamsters are fighters and Local 727 is always ready for a fight.”

-John Coli Jr.

New Inflatables Arrive at Local 727:



Rat & Fat Cat are Ready for Action!



Teamsters Local 727 recently attended a solidarity rally for fellow Chicago union members of the University of Illinois at Chicago Graduate Employees Organization (UIC-GEO). Over 1,500 Teaching Assistants and Graduate Assistants initiated a strike on Tuesday, March 19th after more than a year of negotiations with UIC administration failed to produce a fair collective bargaining agreement.

NBC 5's "Secrets of the Trade" Featured Local 727 Soda Drivers

Six Teamsters Local 727 members employed as soda delivery drivers sat down in February with NBC 5 investigative journalist Chris Coffey to discuss the challenges they face each day on the job.

Dr Pepper delivery drivers Jeremy Yancey, Ray Kwasniewski, and Matt Dixon joined fellow Local 727 Brothers and Pepsi delivery drivers John Wigmore, Raul Perez, Jr., and Andre Henderson in sharing their experiences navigating Chicago's busy streets and crowded highways.

While each driver had interesting stories to share about their work, violence on the job was a common reality experienced by all of the Teamsters.

As Yancey recalled witnessing a man being robbed at gunpoint, Henderson was reminded of an incident in which an individual attacked his truck with a crowbar.

"You have people cuss at you, swear at you. It's bad," summed up Yancey.

Among the drivers' various experiences, each was also too familiar with the extreme physical toll years of unloading, lifting, and maneuvering products in the hottest heat and slipperiest snow had on a driver's body. Stiff limbs, aching backs, troubling joints—no driver was able to escape the wear-and-tear of the job.

"We have guys that have been there forty years. They can barely walk," remarked Wigmore during the interview.

While the work is challenging, these dedicated drivers' jobs are made all the more difficult by the heinous behavior of the callous soda giants for whom they work.

This past summer, more than 150 Local 727 drivers employed by the American Bottling Company, a subsidiary of Keurig Dr Pepper, Inc., were forced to initiate a ULP strike in protest of the unfair labor practices of their employer, including threats, attempts at intimidation, and an unwillingness to bargain in good faith with the Union. After forty days on the picket line, the drivers ultimately won a fair contract that far exceeding the disrespectful initial offer made by Dr Pepper.

"Our members work tirelessly each and every day, rain or shine, to make sure their company's products reach the shelves.

For Dr Pepper to completely disregard their hard work and contributions was a slap in the face to our members," said Local 727 Secretary-Treasurer John Coli, Jr. "And when challenges arise, Local 727 faces them together. These drivers' new contract is a perfect example of what can be achieved when we stand as one united Union."

Teamsters Local 727 has begun negotiations for new collective bargaining agreements covering Inside Dr Pepper employees and all Great Lakes Coca-Cola Distribution, Inc. employees (see *Negotiation Updates* on page 3).



Back (L to R): Matt Dixon, Raul Perez, Jr., Jeremy Yancey.
Front (L to R): Ray Kwasniewski, Andre Henderson, John Wigmore.



Teamsters Local 727 members pose with NBC 5 journalist Chris Coffey (second from left) after "Secrets of the Trade: interview.

**Missed the
Drivers' Interview?**

**Scan the QR code below to
watch the video now!**



Or visit rebrand.ly/Soda-Interview

SPRING 2019



TEAMSTERS LOCAL 727

MEMBER NEWSLETTER

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A Message from Secretary-Treasurer John Coli, Jr.

The Key to Strike Success: LABOR SOLIDARITY

With many tough fights on the horizon, it's important that we remind ourselves and our colleagues of one fundamental truth: when we stand together and raise our voices as one, we have the power to affect change.

Each of us knows that the decision to strike is not an easy one. But whenever Local 727 members have been forced to make that hard choice, they have all stood tall and firm because they knew this Local, their Teamster family, and all Union workers had their back.

I encourage veteran Teamsters to share your wisdom with new members. Speak to them about your strike-line experiences, help them understand the strength that comes from unity and the pride you feel when a fellow union member refuses to cross your strike line. Help them understand that it is not just a card in our pockets but our actions that make us Union members.

Our willingness to stand together and fight the good fight—for justice, for fairness, and for respect—that is what makes us Teamsters. And that is what allows us to overcome any obstacle.



John Coli