



TEAMSTERS LOCAL 727

Affiliated with the International Brotherhood of Teamsters

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JOHN COLI, JR.
Secretary-Treasurer

July 15, 2019

CURT ZIEDRICH
President

VIA ELECTRONIC MAIL

Brad Troutman
Area Director
American Bottling Company d/b/a Keurig Dr Pepper

Re: Notice of Obligations Concerning Northlake SSRs and Account Managers

Dear Mr. Troutman:

The Union would like to take this opportunity to remind you and the Company of its obligations under the NLRA regarding all full-time and regular part-time Account Managers and Sales Service Representatives employed at Northlake (“the bargaining unit”) who voted overwhelmingly in favor of the Union in case 13-RC-243320. Specifically, the Company’s obligation under the NLRA to refrain from unilaterally changing bargaining unit employee’s terms and conditions of employment which began on the date of the election (i.e. June 14, 2019). As such, the American Bottling Company d/b/a Keurig Dr Pepper is currently precluded from making any unilateral changes to the bargaining unit employees’ terms and conditions of employment. This preclusion applies even if the Company files objections to the election or seeks review. *NLRB v. Katz*, 369 US 736 (1962). Specifically, the Board has held that an employer acts at its peril in making changes in wages, hours, or other terms and conditions of employment during the period while objections are pending and the final determination about certification of the labor organization has not yet been made. If the Company is found to have made unlawful unilateral changes the Employer could be required, as a remedy, to **compensate employees, with interest, for monetary losses resulting from the unilateral implementation** of such changes.

Accordingly, the Union expects the Company to fully comply with its legal obligations under the NLRA and hereby demands that the Company refrain from making any unilateral changes to the bargaining unit employee’s terms and conditions of employment.

Regards,

John Coli Jr.
Secretary-Treasurer
Teamsters Local 727

CC:

Kim Bennett (via email)
Rick Warran (via email)
Michael Kenny (via email)

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