



# TEAMSTERS LOCAL 727

## MEMBER NEWSLETTER

### WINTER 2020

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

## Arbitration Win Against Standard Parking Protects Workers Under the Master Parking Agreement

Teamsters Local 727 recently won an arbitration after the Union successfully convinced Arbitrator Donald Petersen that Standard Parking violated the terms of the Master Parking Agreement when it began using non-bargaining unit employees, including managers, to perform bargaining unit work.

The arbitration initially stems from a grievance filed by Local 727 in early 2018 after Roxene Miller, a 45-year member, was removed as a customer service representative (CSR) at Water Tower Place on the day shift and moved to an evening work shift. After removing Miller, Standard Parking then began using non-bargaining unit employees to perform CSR/cashier work on Miller's former shift in direct violation of the CBA.

"Local 727 will not stand idly by when an employer violates its CBA," said John Coli, Jr., Secretary-Treasurer of Local 727. "This Union will fight to protect our members and their bargaining unit work."

As a result of Arbitrator Petersen ruling that the Company violated the CBA, Miller was reinstated to her former shift and Standard Parking was ordered to cease and desist from utilizing non-bargaining unit employees to perform bargaining unit work.

Additionally, the arbitrator ordered that "if bargaining unit work is to be performed,

See **Arbitration**, Page 6

## Secretary-Treasurer Coli Delivers State of the Union Address at December Meeting



Teamsters Local 727 Secretary-Treasurer John Coli, Jr. delivers the Annual State of the Union Address.

Standing before a packed hall, Secretary-Treasurer John Coli, Jr. and several of the recently re-elected members of the Teamsters Local 727 Executive Board were once again sworn into office during the Union's general membership meeting on Sunday, December 15.

Following the swearing-in, Secretary-Treasurer Coli delivered his annual State of the Union address. In his address, Secretary-Treasurer Coli highlighted the Union's major victories over the past year.

Among the top accomplishments of the Union in 2019 were the negotiation of more than 70 collective bargaining agreements—92% of which ratified

with over 82% support—and the successful organizing of nearly 300 new Teamster Brothers and Sisters.

Over the past year, Local 727 has filed for, and overwhelmingly won, 4 separate representation elections. In terms of Illinois Teamsters, the Union's elections account for 20% of the representation elections filed for by Joint Council 25 affiliates in Region 13 of the NLRB in 2019..

"Out of 25 affiliates, our Union filed for nearly a quarter of the elections in our Joint Council," reported Coli, "and we were, by far, the most successful this year."

In his State of the Union address,

See **Address**, Page 3

## IMPORTANT DATES

### Membership Meetings:

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

■ Sunday, March 29

■ Sunday, April 26

■ Sunday, May 31

### Union Office Closings:

■ Good Friday  
Friday, April 10

## TEAMSTERS LOCAL 727

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4:30 p.m., Monday-Friday

## TEAMSTERS LOCAL 727 BENEFIT FUNDS

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# BRIEFLY SPEAKING

## Join the Local Teamster Caucuses and Committees!

### • Chicago Teamsters Hispanic Caucus:

ChicagoTeamstersHispanicCaucus.org

### • Teamsters Joint Council 25 Women's

Committee: TeamsterWomen.com

### • Teamsters National Black Caucus

Chicago Chapter: ChicagoTNBC.com

## 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."

**Contact your Teamsters Local 727 business representative at (847) 696-7500 for more information and to receive a handy wallet-size version of your Weingarten rights.**

## Teamster Benefits & Discounts

In addition to job protection, benefits and wages provided for in Local 727 contracts, the International Brotherhood of Teamsters provides additional services offered at a discounted cost to Teamster members. Because of the strength and size of our membership, the International is able to negotiate lower costs for services ranging from legal to medical to financial. Visit Teamster.org/Benefits to find out more.

As Teamsters, Local 727 members and their dependents may be eligible for college, university, and trade or vocation school scholarships through several labor-friendly organizations. Learn more by visiting TeamstersLocal727.org/Scholarships.

## Order Illinois Teamster License Plates

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 plates, or replacement plates for existing vehicles, vary depending on the individual vehicle registration.

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

## 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.

## 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

**Benita Byer**, Bookkeeper

**Rebecca Clancy**, Bookkeeper

**Mike McManus**, Director of Referrals

**Linnette Medina**, Titan Operator

**Anabel Ornelas**, Office Manager

**Chris Owoyemi**, Staff Attorney

**Kathy Sundberg**, Titan Operator

**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

**Sean McGough**, Business Agent

**Nick Micaletti**, Business Agent

**Ben Rodriguez**, Business Agent

**Melissa Senatore**, Lead Business Agent

**Donnie Von Moore**, Business Agent



## Address, from Page 1

Secretary-Treasurer Coli attributed the Union's organizing success over the past year to Local 727's proven ability to raise industry standards, as well as the Local's unwavering dedication to defending and protecting the rights of members.

"Local 727 isn't afraid to take on any employer, no matter how large they may be, to ensure our members receive what's fair and just... we'll fight tooth and nail for our Brothers and Sisters," said Coli.

In 2019 alone, Local 727 resolved 452 grievances, filed for more than 37 arbitrations, and continues to fight in hundreds of ongoing grievances. Of those resolved last year, 50% of Local 727's grievances were filed against misbehaving soda companies, including 42 against Keurig Dr Pepper, 74 grievances against GLCCD, and 108 grievances against Pepsi—the biggest offender last year.

Secretary-Treasurer Coli also made it clear during December's meeting that Local 727 is not afraid to file unfair labor practice charges with the National Labor Relations Board when an employer violates federal labor laws. In addition to mentioning the Union's NLRB victories against Keurig Dr Pepper, CC Traffic, and Chicago Jewish Funerals last year, he also announced during his State of the Union address that the NLRB's Office of Appeals informed the Union late on Friday, December 13 that it had decided to overturn Region 13's decision to

dismiss the ULP charge filed by Local 727 against CVS for overall bad faith bargaining.

"The Office of Appeals determined that CVS has—as we have claimed for more than 3 years—been acting in bad faith throughout negotiations and has engaged in overall bad faith bargaining. As a result of this decision, CVS will be forced to reform its behavior or face complaint and a hearing," announced Coli. "This is a huge victory for our Union." *[For more information on the ongoing CVS negotiations, see page 4.]*

In addition to highlighting the Union's many accomplishments throughout 2019, Secretary-Treasurer Coli also took time to update the Local 727 membership on the health of the Local 727 Funds.

As of October 31, the Teamsters Local Union No. 727 Pension Fund is strong and stable with over \$440.5 million in assets and a funding ratio of 115.5%. Also thriving, the Local 727 Legal and Educational Assistance Fund distributed more than \$2.6 million in tuition and educational fee reimbursements last year to help make college more affordable for Local 727 members and their families.

Similarly, last year the Local 727 Health and Welfare Fund Trustees were able to help members and their families by improving vision coverage for all plan participants. The Trustees also recently restored the right of trade show industry members to buy up to 50 hours each year to qualify for the Union's health care

benefits. In total, the Health and Welfare Fund paid nearly \$31 million in medical claims, over \$5.4 million in prescription claims, and more than \$2.9 million in dental claims in 2019.

Looking towards the future, Secretary-Treasurer Coli assured members that the Local 727 Executive Board and Local 727 Benefit Funds Trustees would continue to work tirelessly to improve the financial wellbeing of the Union.

"Over the past year, the Executive Board and I have increased the Union's net assets by more than 10%. Next year, we hope to go farther and to reach a new high so that we have the financial strength to take on any fight," said Coli. "But we can't grow our union power alone. We need our entire Teamster Family to stand up and take action."

Secretary-Treasurer Coli ended his annual address by calling on all Local 727 members to continue to stand up and fight for their Union Brothers and Sisters in 2020.

**Scan the below QR code to read Secretary-Treasurer Coli's 2019 State of the Union Address in full, or visit [rebrand.ly/2019-SOTU](https://rebrand.ly/2019-SOTU)**



**The Teamsters Local 727 Executive Board at the December General Membership Meeting (from left):** Vice President Emeritus Floyd Hughes, President Emeritus Zeberdee Barnes, Trustee Jose Delgado, Trustee Patrice Jefferson, President Curt Ziedrich, Secretary-Treasurer John Coli, Jr., Vice President Darryl Poelinitz, and Recording Secretary Bill Coli.

## Hotel Workers to Receive Largest Wage Increases in Units' Histories After Unanimously Ratifying New Contracts

Local 727 members employed by the Holiday Inn Chicago O'Hare recently unanimously ratified four new collective bargaining agreements. The CBAs, which cover hotel drivers, front desk attendants, engineers, and housekeeping and laundry attendants, not only improve benefits, strengthen job protections, and improve scheduling procedures but also include the largest wage raises in the bargaining units' histories.

Under the new CBAs, Local 727 members will, in addition to annual wage raises, receive an additional personal/sick day each year and will have their health care rates frozen for the duration of the three-year contracts. Local 727 was also successful in strengthening each CBA's job protections and scheduling procedures. According to the contracts, after a schedule has been posted, all four of the new CBAs prohibit the hotel from changing an employee's schedule without the employee's permission.

The new CBAs covering front desk attendants and housekeepers and laundry attendants also introduce a daily guarantee for the two units. Following the contracts' ratification, all employees in these units will receive a guaranteed minimum of eight hours of pay each day. Additionally, Holiday Inn Chicago O'Hare drivers will be eligible for an overnight shift premium under their new CBA.

"The Local 727 bargaining committees are proud to have been able to secure such strong new contracts for these hardworking men and women," said John Coli, Jr., Secretary-Treasurer of Local 727. "We look forward to continuing to support our Holiday Inn members and fight on behalf of all of our Local 727 Brothers and Sisters working in the hotel industry."

## CVS Claims Overworking & Undervaluing Pharmacists is Justifiable Because 'There Hasn't Been a Mass Exodus' of Workers

Local 727 and CVS returned to the bargaining table on January 30 for the first time in over a year. The meeting was scheduled as a result of the Union's win at the National Labor Relations Board Office of Appeals.

Last year, the NLRB Office of Appeals agreed with the Union and announced that it had found that CVS engaged in overall bad faith bargaining. As a result of the Union's persistence, CVS was informed by the NLRB that it either had to agree to bargain in good faith and alter its behavior or face a formal complaint and hearing.

With compliance looming, CVS representatives opened negotiations last month by finally presenting the Union with a modified contract proposal in which CVS withdrew its proposal to replace union pharmacists with non-union Pharmacy Managers.

"For years, CVS repeatedly delayed negotiations and refused to bargain in good faith with our Union. Movement on a proposal like this is a tremendous victory for our bargaining committee," said Secretary-Treasurer John Coli, Jr.

Local 727's work is not over yet, however, as CVS resubmitted its proposal to allow Pharmacy Manager to have the unrestricted right to perform bargaining unit work, which the Union made clear was something it felt ran contrary to the company's good faith bargaining obligations.

CVS representatives also presented a modified break proposal that incorporates some of the workplace standards stipulated by new amendments to the Illinois Pharmacy Practice Act (PPA).

**"It seems CVS is baiting employees to quit rather than fairly compensating these hardworking professionals..."**

**—John Coli, Jr.**

While Local 727 was pleased to see CVS had integrated some of the PPA changes into its proposals, the Union bargaining committee was disappointed to hear that the company was not prepared to make changes to its wage proposal. Rather, CVS representatives returned to the bargaining table with the same proposal it presented in 2016—a three-year wage freeze from 2016-2019, less than two percent annual wage raises going forward, and drastically lower new hire wage rates that do not catch up to the full wage rate—which would result in CVS pharmacists being paid far below the company's union competitors in the Chicago retail pharmacy market.

Though CVS representatives agreed with the Union bargaining committee that pharmacists are the face of the company and the main driving factor behind CVS's success, company representatives insisted that CVS felt that these low wage proposals were fair and claimed that there was no reason for the company to alter its proposal when "there hasn't been a mass exodus of pharmacists because of the wage scale."

"It seems that CVS is baiting employees to quit rather than fairly compensating these hardworking professionals who serve a vital role in keeping patients safe," said Coli.

After persistence from the Union, CVS finally admitted that working in a retail pharmacy is harder than other settings. Nevertheless, the company continued to nonsensically base its wage offer upon alleged wage data in non-retail settings during bargaining.

"Many of our members have spent decades working for CVS," added Coli. "Apparently, those years of hard work and dedication, years of building relationships and becoming valued members of the community, don't mean anything to CVS."

Local 727 and CVS are scheduled to meet next on March 11 and March 12.



# CONTRACT UPDATES

## Osco Fails to Reciprocate Union's Olive Branch Prompting Early End to Last Bargaining Session

Local 727 and Osco met last on January 23, to continue negotiations. Though the Union extended an olive branch during the parties' bargaining session, Osco representatives proceeded to make little significant movement.

During the parties last meeting, Local 727 presented Osco representatives with a comprehensive contract proposal that addressed all outstanding issues and included strong job protections to prevent current pharmacists from being replaced by a lower-paid newly hired pharmacist.

To prevent pharmacists from being forced to work 12-hour shifts and to protect part-time pharmacists from losing hours, Local 727 proposed that staff and head pharmacists in stores with 12-hour shifts be permitted to voluntarily reduce their schedules.

Part-timers would then be used to cover the remaining hours. Additionally, to further safeguard the positions of part-timers, the

Union proposed that Osco be prohibited from using floaters to eliminate regularly scheduled part-time shifts.

Osco outright rejected all of the Union's proposals and responded with a counterproposal that made little significant movement.

"The Union bargaining committee has repeatedly expressed members' concerns to Osco management and the Company has repeatedly turned around and ignored those concerns. Last month, we rolled up our sleeves and came up with a proposal that protects all of our hardworking members and addresses their concerns. By flatly rejecting these proposals, Osco seems to be saying they just don't care about their employees," said John Coli, Jr., Secretary-Treasurer of Local 727.

As a result of Osco representatives seeming unwillingness to bargain in good

faith with the Union, the Local 727 bargaining committee chose to end the day's mediation session early.

"The Local 727 bargaining committee has been working for more than eight months to secure a fair agreement. We will continue to fight, as long as may be necessary, until we win a contract that adequately protects our members," added Coli.

On February 9, the Union bargaining committee held an informational meeting to update members on the progress of negotiations. At the Union's meeting, an overwhelming number of pharmacists expressed their opposition to the Company's proposed expansion of 12-hour shifts and sounded their support for the Union's proposed restrictions on

pharmacists hired at a lower wage rate.

"We're very proud of our pharmacist members for remaining united throughout these trying negotiations,"

said Coli. "Local 727 remains committed to fighting for a fair contract for our Osco members. We're not giving up and, with our members united, we will secure a strong successor contract."

Local 727 and Osco are next scheduled to meet to continue bargaining over a new collective bargaining agreement on Monday, March 9. The Union will continue to update members as negotiations proceed.

As a reminder, under federal law, Osco must maintain the status quo while the parties continue negotiations. The Company is prohibited from increasing health insurance premiums, expanding 12-hour shifts, introducing a two-tier wage system, or making any other change to an employee's terms or conditions of employment.

**"We will continue to fight, as long as may be necessary, until we win a contract that adequately protects our members."**

**—John Coli, Jr.**

## CDT Cancels Feb. 11 Bargaining Session, Parties Agree to Meet Next on Feb. 19

Teamsters Local 727 and Cook DuPage Transportation, Inc., a subsidiary of National Express, were scheduled to continue negotiations for a new collective bargaining agreement on Tuesday, February 11. However, when CDT representatives arrived to the parties' negotiations they informed the Union bargaining committee that the Company would need to cancel the bargaining session due to a personal emergency. Before the Company departed, Local 727 and CDT agreed to meet on Wednesday, February 19.

When the Union and Company last met in December, the Local 727 bargaining committee was successful in securing an extension agreement that guaranteed, among other things, retroactivity for wages, benefits, and other economic benefits; provided for a \$350 advance on any upcoming retroactive wage increases; and ensured members would receive due process for preventable accidents. The Local 727 bargaining committee has decided not to renew the extension agreement when it expires on March 15.

"We have reached tentative agreements on nearly all non-economic matters and CDT has at last received a response to its bid from PACE. There is no reason to delay this process any longer," said John Coli, Jr., Secretary-Treasurer of Local 727. "The Union bargaining committee is eager to dive into economic negotiations. We hope to further the progress already made and secure a full tentative agreement in short order."

The Union will continue to keep all CDT members up-to-date as bargaining proceeds. To find the latest on CDT contract negotiations, visit [TeamstersLocal727.org](http://TeamstersLocal727.org).

## LABOR BOARD VICTORIES

### Another Union Victory, NLRB Grants Summary Judgement Against Dr Pepper

In yet another win for Teamsters Local 727, the National Labor Relations Board has issued a Summary Judgement against the American Bottling Company, a Keurig Dr Pepper subsidiary.

The NLRB, which has certified the Union as the sole collective bargaining representative of Northlake-based Sales Service Representatives (SSRs) and Account Managers (AMs), has determined that Keurig Dr Pepper violated federal labor law and engaged in unfair labor practices when it refused to bargain with the Union over a first contract for salesmen. As such, the NLRB has ordered Keurig Dr Pepper management to cease refusing to recognize and bargain with Local 727, as well as desist from interfering with its employees' right to union representation.

In addition to ordering the Company to bargain with the Union, the NLRB has ordered Keurig Dr Pepper to distribute electronically, post on the Company's internet site, and post in its facility notices that inform members that:

- *The NLRB has determined that Keurig Dr pepper has violated federal labor law;*
- *Federal law gives employees the right to form, join, or assist a union, choose a bargaining representative, and act together with other employees for their own benefit and protection;*
- *Keurig Dr Pepper will not refuse to recognize and bargain with Local 727;*
- *Keurig Dr Pepper will not interfere with, restrain, or coerce employees in the exercise of their rights; and*
- *Keurig Dr Pepper will bargain with the Union over terms and conditions of employment for all full-time and part-time Northlake SSRs and AMs.*

"We hope that Keurig Dr Pepper has at last learned its lesson and will cease its futile efforts to ignore the Union and delay bargaining," said John Coli, Jr., Secretary-Treasurer of Local 727. "The Union looks forward to representing Northlake salesmen at the bargaining table and securing a strong first contract for our new Brothers and Sisters."

**Arbitration**, from Page 1

including CSR work, on any given shift, at least one bargaining unit member should be assigned to that shift." This decision applies to all parking companies operating under the Master Parking Agreement. As such, any parking company that currently does not have at least one bargaining unit member assigned to each shift in which bargaining unit work may be performed is required to alter its practices.

"Local 727 will fight to hold all employers accountable to the signed contract," said Coli.

**Scan to view Local 727's Employer Wall of Shame**



Or visit [rebrand.ly/Wall-Of-Shame](https://rebrand.ly/Wall-Of-Shame)

### Teamsters Local 727 Intervention Results in Pepsi Using Union Labor for On-Site Demolition Work

Last month, Teamsters Local 727 members employed by Pepsi Beverages Company, a subsidiary of PepsiCo, informed the Union that members of LiUNA Laborers Local 225 had erected a picket outside of the Company's 51st Street location to protest a non-union contractor hired by Pepsi to demolish an unused building on the property. Immediately after being informed of the situation, Local 727 sprang into action.

Secretary-Treasurer John Coli, Jr. contacted Pepsi to remind management that Article I of the Company's collective bargaining agreement gives Local 727 members the right to "refuse to go through a primary picket line of any union...if the Company involved is not a parent, subsidiary and/or affiliate of Pepsi Beverages Company."

Secretary-Treasurer Coli also informed Pepsi management that Local 727 would urge members to respect Local 225's picket line.

Within a few hours of Secretary-Treasurer Coli's call, the issue was resolved.

"Page 1 of the Pepsi contract is clear—if there is a primary picket line in place, our members don't have to cross," said Coli. "I'm glad that Pepsi saw the error in its ways and chose to hire union workers. I hope management will bring that same wise approach to the bargaining table."

Local 727 and Pepsi are set to begin negotiating a new CBA covering both inside and outside employees at the Company's two Chicago, Elk Grove, and Kankakee locations this month. The current collective bargaining agreement is set to expire on April 28, 2020.

#### Stay Up-To-Date on Negotiations:

Sign-up to have important updates sent directly to your email by visiting [TeamstersLocal727.org](https://TeamstersLocal727.org) or by contacting Communications Director Maggie Ward at (847) 696-7500 or [Maggie@TeamstersLocal727.org](mailto:Maggie@TeamstersLocal727.org).



## Local 727's Winter Funeral Industry C.E. Seminar Sees Tremendous Turnout

Teamsters Local 727 hosted its winter continuing education seminar on Wednesday, December 4 in the Union's Park Ridge meeting hall. The bi-annual seminar, which is free to members in good standing, had a near record-high turnout with 80 funeral industry professionals participating. Those members who attended had the opportunity to earn up to six C.E. credits.

"Whether it's through the distribution of over \$30 million in Educational Assistance Benefits or by offering our biannual funeral industry C.E. seminars at no cost to our members, Local 727 prides itself on its dedication to supporting our members' educational aspirations," said Secretary-Treasurer John Coli, Jr. "We are proud to be able to offer this seminar to our members and pleased so many are taking advantage of this free Union benefit."

If you would like to be notified by email when registration for the spring C.E. seminar opens, please contact Local 727 Communications Director Maggie Ward at (847) 696-7500 or [MWard@TeamstersLocal727.org](mailto:MWard@TeamstersLocal727.org).

Have an idea for a topic? Want to earn extra credit by becoming a speaker? Reach out to your Local 727 business representatives to share your ideas or learn more about volunteering.



Local 727 members earned up to 6 C.E. credits at the Union's free seminar.



## Brookfield Zoo Members' Creative Repurposing of Christmas Trees Spotlighted by Local News

Members of the community came together this holiday season to decorate over 600 trees at Brookfield Zoo's annual Tree Trim. But what happens to all those trees after the holidays are over?

Teamsters Local 727 members employed by the Chicago Zoological Society at Brookfield Zoo repurposed many of the leftover trees, giving them a second life as enrichment treats for many of the zoo's residents. Chicago news stations recently highlighted members' creative use of the trees. Scan the adjacent QR code to take a look at NBC5's and ABC7's features to see the animals enjoying their treats.

"We are so proud to count Brookfield Zoo workers among our Brothers and Sisters," said John Coli, Jr., Secretary-Treasurer of Local 727. "Their unwavering dedication to the animals under their care is admirable and inspiring. I hope everyone has the opportunity to visit the Zoo and see our members' hard work for themselves."

Photo by Jim Schulz/Chicago Zoological Society



Hudson, a polar bear at Brookfield Zoo, received a repurposed Christmas tree for enrichment. It was adorned with fish and a variety of fresh vegetables, including a head of lettuce that served as the topper.

WINTER 2020



# TEAMSTERS LOCAL 727

## MEMBER NEWSLETTER

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## A Message from Secretary-Treasurer John Coli, Jr.

### Know Your Rights

Being a member of Teamsters Local 727, you have many rights that unrepresented workers do not. One of my most important jobs as the leader of your union is to ensure that you are aware of these rights.

**You have the right to job security.** Your Teamster contract provides you and your fellow workers with protection from firing or discipline without just cause.

**You have the right to representation.** As a union member, you have the right to have a union representative present at any meeting that you believe could possibly lead to disciplinary action. If your employer denies your request for union representation, they may be in violation of the National Labor Relations Act.

**You have the right to fair working conditions.** Your collective bargaining agreement contains strong language that ensures fair and safe working conditions.

**Your rights are guaranteed.** If your employer violates your rights, they are potentially violating your contract and federal labor law. You do not have to sit idly by and allow this to occur. Contact your Local 727 business representative immediately to file a grievance—this Union will fight to ensure justice is served.

