



TEAMSTERS LOCAL 727 MEMBER NEWSLETTER

**Spring 2024
Edition**

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

TEAMSTERS LOCAL 727 WINS ORGANIZING ELECTION

**FOR PACE AND CPS
UNITS AT SCR MEDICAL
TRANSPORTATION, LLC
SUBSIDIARY OF BEACON MOBILE**

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Teamsters Local 727 is incredibly proud to announce that on January 17th, hundreds of employees at SCR Medical Transportation, LLC, a subsidiary of Beacon Mobility voted to have Teamsters Local 727 be their sole collective bargaining representative. After months of SCR's anti-Union tactics and unlawful behavior, workers in both the Pace and CPS Divisions voted yes for the Union. Unfortunately, the election for the Call Center division was lost by a handful of votes.

"When management spends approximately \$3,500 a day, according to Department of Labor Filings, on a Union buster and commits numerous unfair labor practices, it's not

a complete shock that their most vulnerable unit is scared to join the Union," said John Coli, Jr. "The Call Center division works closely with management, day in and day out. I can only imagine what kind of scare tactics \$3,500 a day buys a bully. Yet despite SCR's disgusting behavior, hundreds of their employees voted to become Teamsters."

"I am in awe of our new brothers and sisters. SCR management put on a nasty campaign to try to dissuade members to join the Union, but still, their workers turned out," Coli, Jr. continued. "After months of organizing meetings, phone calls, and emails, nearly 850 employees at SCR stood up and demanded the respect, dignity, and recognition they deserve."

"Now that our new brothers and sisters have won their right to a Union, it's time to get SCR to the table. If they have \$3,500 a day to spend on Union busting, then there is plenty of money for fair wage increases, better benefits, and safer working conditions. And for those in the Call Center division who voted yesterday to join the Union and are disappointed, and even for those who did not, I promise you this - we aren't going anywhere. Teamster Local 727 fights for all working people and everyone at SCR deserves better," said Coli, Jr. "We say it every day; when we fight, we win. I am extremely proud of these new members for fighting for the Union."

Nothing in this article should be read as the union's waiver of any legal argument, position or grievance(s), or as a waiver of any rights, arguments, or defenses under any contract, collective bargaining agreement, or applicable law. The union does not forfeit its right to make any and all supplemental arguments.

Master Tradeshow Agreement, GES Warehouse Agreement, and Freeman Warehouse Agreement

ALL RATIFY UNANIMOUSLY

Teamsters Local 727 is proud to announce that the Master Tradeshow Agreement was ratified unanimously. Additionally, the warehouse agreements in the industry were also ratified with unanimous support from the membership. The Teamsters Local 727 bargaining committees worked tirelessly throughout negotiations to make sure members' demands were met and the tradeshow and warehouse agreements remain among the strongest and top paid throughout the country.

"Not only did we reduce the hours needed to work for health and welfare coverage, but we secured access to the Teamsters Local 727 Wellness Center for all employees and their dependents who were active at the time of



ratification in all three agreements," said John Coli, Jr. "Additionally, we were able to remove random testing for marijuana unless DOT required, secure additional holiday pay for Warehouse workers, and negotiate substantial wage increases in all three agreements. Our Tradeshow Master Agreement is one of the few left in the country that does not allow

one-man crews, which is a true testament to the strength of our brothers and sisters in the tradeshow industry. These members have never been more united and to have all three contracts ratify unanimously is a testimony to not only that but also to the hard work and perseverance of our stewards and bargaining committees."

WAGE INCREASE

Local 727 Reaches Tentative Agreement with Service Corporation International

The Union bargaining committee is pleased to announce that a tentative agreement was reached on a new 3-year contract for SCI Funeral Director Embalmers, Full-time Chauffeurs, and Trippers.

The new SCI agreement builds upon previous contracts with a 2% wage increase upon ratification with retro pay back to July 1, 2023. This is on top of the 2.75% wage increase the group already received on July 1st so that bargaining unit members will receive a total increase of 4.75% in the first year. Year two includes a 2.75% wage increase on July 1, 2024, and Year three has a 2.5% wage increase on July 1, 2025. In addition, there are increases to all minimum pay rates for livery drivers, apprentices, and FDE's during their first 4-years of licensure.

Limitations on non-bargaining unit Managers to perform Livery and Funeral Directing are removed from the contract so long as no one is laid off and the work of managers is not used to avoid hiring, however, all FDE's in both bargaining units will continue to share any "Dignity bonus" revenue generated as a result of a manager making an arrangement.

TNBC GALA



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WAGE INCREASE

Union and Alderwoods Come to a Tentative Agreement on 2024 WAGE REOPENER



Article 3.1(c) of the current contract establishes a wage re-opener for the parties to bargain over a wage increase for the last year of the contract. After months of negotiations, the Union's bargaining committee and the company have successfully reached a tentative agreement.

The Union was able to secure a wage increase of 2.75%, effective July 1, 2024, along with increases to all minimum pay rates for livery drivers, apprentices, and

FDE's during the first 4-years of licensure.

In addition, limitations on non-bargaining unit managers to perform Livery and Funeral

Directing will be removed from the contract so long as no one is laid off and the work of managers is not used to avoid hiring. All FDE's in both bargaining units will, however, continue to share any "Dignity Bonus" revenue generated as a result of a manager making an arrangement.

PEPSI LIES TO TEAMSTERS LOCAL 727 at Bargaining Table About Plans to "Offload" Blue Cloud Distribution Work

On February 26th, representatives of PepsiCo reached out to Local 727 attempting to give notice of intent to "offload" the Blue Cloud Distribution program to established alcohol distributors, effectively discontinuing the program at the 35th Street and Elk Grove facilities. During this brief discussion, PepsiCo assured the Union that this decision was not based on a Chicagoland issue and instead was based on nationwide issues.

The Company had included this issue in its initial proposal to the Union during the February 22nd opening contract bargaining session but had no information to provide at that time. It appears PepsiCo clearly had more information than it claimed during bargaining as the Company wasted no time and met directly with members, without permission from the Union, about its proposal to discontinue Blue Cloud.

Following the Union's immediate demand to bargain over Pepsi's attempted unilateral change, Pepsi agreed to bargain with the Union prior to implementing any changes and has reassured both the Union and the Bargaining Unit that all existing terms and conditions for the Blue Cloud employees will remain status quo until the parties have bargained to agreement. The Company also committed to the Union that all front-line managers will cease communicating anything to the contrary to Blue Cloud Distribution bargaining unit members.

Midway Airport Shuttle Drivers Ratify a New 5-Year Contract



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On March 15th, Midway International Airport Shuttle Drivers, employed by Phil Page Business Venture Limited, LLC and Continental Air Transport Chicago School Transit Joint Venture, overwhelmingly ratified a 5-year successor collective bargaining agreement. Highlights of the agreement include a \$2.25 increase effective May 1, 2024 followed by annual wage increases each August 1st starting in 2025, an additional paid sick/personal day, an accelerated vacation schedule, and participation in Teamsters Local 727 Health and Welfare fund for all full-time employees.

SHAME ON SCR For Engaging in Scare Tactics, Intimidation, and Threats

By engaging in scare tactics, intimidation and retaliation the Company did nothing more but show how little it respects its workforce and their rights under federal labor law"

- John Coli, Jr.

As hundreds of employees working at SCR Medical Transportation LLC's, a subsidiary of Beacon Mobility, Call Center, CPS, and PACE divisions headed to the ballot box to vote for Union representation, management tried everything in their power to create an environment of fear, intimidation, interference, and retaliation. This included holding "informational" meetings that were misleading, broadcasting false anti-union messaging through MDTs, instituting new retaliatory and unachievable performance metrics in the call center, and surveilling and pressuring employees to vote against the Union. "All these actions by the Com-

pany showed was their fear in having empowered employees who finally have a voice and say over their pay, benefits, and working conditions," said John Coli, Jr.

In response to the Company's behavior, Teamsters Local 727 filed additional unfair labor practice charges against the Company with the National Labor Relations Board on January 9th. The charges included numerous allegations of unlawful acts of retaliation, surveillance, intimidation and interrogation. The new charges were in addition to a previous charge filed against the Company on December 20, 2023, for its interrogation,

surveillance, harassment and intimidation of an employee and strong union supporter.

"What SCR failed to realize was that elections are about fairness and being treated with dignity and respect at work and about having a seat at the table over decisions that affect each employee's life, like work-life balance, pay, benefits, paid time off, job security, retirement, and other key working conditions. By engaging in scare tactics, intimidation and retaliation the Company did nothing more but show how little it respects its workforce and their rights under federal labor law," added Coli, Jr.

Teamsters Joint Council 25 Solidarity Slate Executive Board Sworn in for 4-Year Term



On January 9th, Teamsters Joint Council 25 swore in members of the newly formed Solidarity Slate to serve as the Executive Board. One newly sworn in member of the Executive Board is Local 727's very own Secretary-Treasurer, **John Coli, Jr.** Joint Council 25 is made up of more than twenty-five Illinois and North-west Indiana Local Teamsters Union Affiliates

and represents more than 100,000 Teamster men and women. Other members of the Executive Board include **Thomas Stiede** (Local 703), **Juan C. Campos** (Local 705), **Michael T. Haffner** (Local 301), **Patrick A. Gleason** (Local 26), **Debra Simmons-Peterson** (Local 743), and **Christopher Richter** (Local 179).

This Executive Board has pledged to encourage and foster solidarity and cooperation between all of the affiliated Teamsters Locals that fall under their jurisdiction, recognizing that we are stronger together.

Local 727 Welcomes New Metro One Services Steward **PABLO LOPEZ**



Local 727 would like to announce the new Metro One Services union steward, Pablo Lopez, who has been part of the City of Chicago Meter Operation Since 2015. Pablo also represented his co-workers in the Meter Enforcement Agent department by sitting on the Union's bargaining committee during the

2022 negotiations. Since the new contract took effect in July 2022, Pablo has also participated in the Labor - Management Uniform committee meetings. Pablo is a true Chicagoan who enjoys deep dish pizza, Da Bears, playing board games, Riot Fest, and listening to alternative rock music.

Local 727 Welcomes New SP+ Transportation Steward **DAWN FIELD**



Local 727 would like to introduce the new SP+ Transportation union steward, Dawn Field. Dawn is a hard-working Chicago Teamster who has been in the transportation field since 2007, driving over the road for a majority of the time and locally since 2016. Dawn is currently the Safety and Training Supervisor for SP+

and she is excited to expand her role in the bargaining unit. Dawn has a Class B license with Passenger and Hazmat endorsement.

Dawn describes herself as an extroverted introvert. When she is not at work, she loves spending time with her three XL American Bullies. She also spends a lot of time crafting and being creative, utilizing her artistic abilities. She loves drawing, baking professional cakes, and redecorating. Anything involving art, food, or travel - she's there!

LOCAL 727 MEMBERS ATTEND IDOT RALLY



KDP LIES AND WITHHOLDS INFORMATION ABOUT DRIVE CAM DURING BARGAINING OVER SUCCESSOR CONTRACT; AGREES TO HOLD DISCIPLINE IN ABEYANCE FOR 45 DAYS

Earlier this year, Teamsters Local 727 met with representatives from Keurig Dr Pepper over their unilateral plan to install and use drive cam technology. Despite clearly knowing they would be installing the cameras during the term of the CBA, the company withheld this information and failed to notify the Union during bargaining last spring. When pressed as to why management didn't notify the Union during bargaining for a successor contract, representatives from KDP claimed ignorance and said they didn't know the exact date it would be happening.

When the parties met, the Union bargaining committee expressed how disappointed they are in KDP for their continuous dishonesty and misrepresentations. The Union committee also made it clear to KDP that their actions violate both the NLRA and the parties current CBA/MOU which expressly prohibits KDP from installing or implementing this technology and that the Union was not waiving its right to pursue that action by meeting with the Company. The company agreed to hold

any discipline in abeyance for 45 days.

While the company has agreed to hold the majority of discipline in abeyance, they stressed there would be no tolerance for being on a cell phone while driving. However, blue tooth devices are allowed, and the company agreed to provide them for all members.

"It's no surprise that KDP kept something from us during contract negotiations," said John Coli, Jr. "Everything with them is a gotcha game. It seems like every time we reach an agreement or a settlement, they later find a way to be dishonest, unlawful, or to violate the contract. If KDP simply wants the cameras for safety and to save money, then they should be able to agree to little to no discipline from them. Our Teamster drivers at KDP have decades of seniority and have made KDP millions of dollars. To pretend drive cam wasn't coming at negotiations and then turn around and install them a year later is a slap in the face, both to our members and to the Union representatives."

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Local 727 Participates in 18th Annual FDSA Trade Show

On November 1st, Local 727 participated in the 18th annual FDSA (Funeral Directors Services Association) Trade Show at the White Eagle in Niles, IL. Local 727 Union Representative Nick Micaletti, along with 727 Benefit Fund Representatives Scott Johnson and Ben Rodriguez, were on hand to meet and greet current and retired Local 727 Funeral Director Embalmer members to discuss current news in the industry.



LOCAL 727 MEMBERS ATTEND TRIBUNE RALLY



LOCAL 727 WOMEN'S COMMITTEE MEETING



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1300 W. Higgins Road, Suite 111
Park Ridge, IL 60068
(847) 696-7500 phone
(847) 720-4984 fax
TeamstersLocal727.org



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Hear Our Stories The Union Difference



“ Watch out for management's tricks. When we started our union at CDT, they tried hard to stop us with lies and intimidation. They wanted all the control. United we stand, divided we beg. ”

ANGELA MCKINNEY
CDT DISPATCHER
UNION STEWARD

HAYWARD CARTER
SCR/BEACON KANE/DUPAGE CO.
PACE DRIVER



“ When we unite as workers, we have a louder voice and more power. With Teamsters Local 727, we've achieved better pay and benefits. It ensures our voices matter and our work is recognized. ”

JOHN NESTOR
SCR /BEACON KANE/DUGE CO.
PACE DRIVER /UNION STEWARD



“ After leaving SCR, joining a union increased my wages every year. Now's your chance to join Teamsters Local 727 and say goodbye to low wages! ”

JAMIE HAMMOND
MV TRANSPORTATION 125
DRIVER/MAINTENANCE /UNION STEWARD



“ Through my union Teamsters Local727, we've won top tier wage increases, robust union protection, and an array of benefits that truly recognize our worth as a workers. Join us! ”



“ We, at Owl Inc., united with Teamsters Local 727, finally gained a seat at the table and secured the industry-standard pay we rightly deserve. ”

LATILLIA ALEXANDER
OWL INC./DRIVER
UNION STEWARD

TEAMSTERS LOCAL727 ORGANIZE TODAY

CONTACT: DON LEIVA 773-331-1432

WWW.TEAMSTERSLOCAL727.ORG

DONALDO@TEAMSTERSLOCA727.ORG

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