



# TEAMSTERS LOCAL 727

## MEMBER NEWSLETTER

**Winter 2024  
Edition**

**INSIDE THIS ISSUE**

- PepsiCo Unlawfully Closes Facility 3
- Exciting New Benefits for Members 3
- Local 727 Works to Strengthen Tax Incentives 5
- Chicago Hosts Democratic National Convention 6
- KDP Merchandisers Vote to Form Union 10
- 2024 James R. Hoffa Memorial Scholarship 11

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

### **UNION WINS ULP STRIKE AGAINST SCR** *as Members of Both CPS and PACE Units Ratify First contract*

For nearly three full weeks in late summer, Teamsters Local 727 members employed by SCR Medical Transportation, a subsidiary of Beacon Mobility, stood together in protest of the Company's ULPs which included: threats, attempts at intimidation, unilateral changes, and general unwillingness to bargain in good faith with the Union. This groups' solidarity and perseverance was rewarded when the Company acquiesced to the member's monetary demands and the parties came to an agreement on a first contract for CPS and PACE units.

On September 5th, the members of both the CPS and PACE units separately ratified the agreement which provides among other things:

- Wages in parity with their Union brothers and sisters in the paratransit industry;
- A new floating holiday;
- A ratification bonus of \$500 for all full-time employees and \$250 for all part-time employees;
- Job protections including just cause for discipline, no discipline for refusing to drive an unsafe vehicle or transport and passenger unsafely, progressive discipline, a grievance procedure, and limits on use of prior discipline;
- New hourly guarantees for both CPS and PACE units;
- Paid sick/personal leave;
- Access to the Teamsters Local 727 Health Clinic for the employee, their spouse and dependents starting on 9/1/26;
- Training premiums.

"I am extremely proud of our members for remaining united throughout this challenging negotiation process," said John Coli, Jr. "When we stand as one, we cannot be ignored. Thank you to all those in the community and to our fellow Teamsters that supported the Union in this hard-fought victory."



**"I AM EXTREMELY PROUD OF OUR MEMBERS  
FOR REMAINING UNITED THROUGHOUT THIS  
CHALLENGING NEGOTIATION PROCESS."**



*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.*

## Local 727 Members at Hawthorne Race Course and Hawthorne OTBs **RATIFY NEW CONTRACTS**

The Starting Gate and Valet Departments at Hawthorne Race Course ratified a one-year agreement in late March—just in time for opening day of the 2024 March to October racing season. The agreement gave these members received a well-deserved raise that acknowledged the hard work that keeps the Chicagoland track running smoothly.

Additionally, Program Sellers at the Crestwood and Oak Brook Off-Track Betting Parlors ratified a two-year contract that includes wage increases and the inclusion of Local 727 Healthcare. These benefits, which consist of the Union's Bronze Health and Welfare Plan for all full-time employees and the Basic Health and Welfare Plan for part-time employees who work over 12-hours per week, become effective January 1, 2025.



On June 9th, Teamsters Local 727's Principal Officer and Secretary-Treasurer John Coli Jr., Recording Secretary and Business Manager Caleen Carter-Patton, and General Counsel Jayna Brown were invited into the WGN studios to talk all things labor unions. Topics included women in labor, the Local's organizing victories at SCR Beacon Mobility, and the ground-breaking contract reached at PepsiCo.

In late August, Secretary-Treasurer Coli was invited back to the program to discuss the unfair labor practice strike against SCR and

the strength and solidarity exhibited by the SCR bargaining unit.

On November 3rd, Secretary-Treasurer Coli Jr., Jayna Brown, and twenty-nine-year Pepsi member and Union Steward Daryl Smith were invited back to talk about the recent closure of PepsiCo Beverages North America's 51st Street Facility in Chicago, the heinous retaliatory actions taken by PepsiCo, and what members like Daryl Smith and Local 727 are doing to stand strong and fight back.

## Toll Collectors at Skyway Concessions Company **RATIFY NEW CONTRACT**

On July 29th, the Local 727 bargaining unit at Skyway Concession Company unanimously ratified a three-year successor contract which expires July 3, 2027. The new agreement includes annual wage increases, severance guarantee in the event of layoffs, an additional sick day, a floating holiday for

part-time toll collectors, a ratification bonus, shift preference for part-time toll collectors over seasonals, and an increase to the training differential, among other gains. Additionally, the Union bargaining committee was able to increase the number of times an employee can refuse mandatory overtime.



## PepsiCo Beverages North America

# UNLAWFULLY CLOSES

## 51st Street Facility with No Prior Notice to Employees or Union

At approximately 5:45am on October 28th, legal representation for PepsiCo Beverages North America sent an email to Teamsters Local 727 informing the Union of their unlawful intent to close the 51st Street Facility effective immediately. This was at approximately the same time they were informing their employees at the Facility - without Union representation and in violation of the WARN Act which requires employers with 75 or more full-time employees to provide 60 days advance notice of pending plant closures or mass layoffs.

**“That Pepsi would do this to their longtime employees is disgusting. They are a disgrace.”**

**-JOHN COLI, JR.**

To date, in addition to meeting multiple times during December with the Company to bargain over the effects of the unlawful closure, the following have been also been filed against the Company in response:

- ✓ A class action lawsuit alleging a violation of the Illinois Wage Payment and Collection Act filed by several bargaining unit employees on behalf of all effected Local 727 members;
- ✓ A federal lawsuit filed by Local 727 alleging a violation of the federal WARN Act;
- ✓ Numerous Unfair Labor Practice Charges filed with the NLRB including multiple ULPs for failure and refusal to provide relevant information, and use of non-bargaining unit employees to perform bargaining unit work, and;
- ✓ Multiple grievances filed against PepsiCo for the use of non-bargaining unit employees to perform bargaining unit work.

**“The Union will continue to pursue each and EVERY LEGAL OPTION THAT WE HAVE to keep fighting for these displaced members,”** said Coli, Jr. **“These members deserve better. They have the full support of the Union and they have my word that WE WILL GO THE DISTANCE.”**

## Teamsters Local 727 Announces Exciting New Benefits for Active 727 Union Members and Members of the 727 Retiree Club

In April, Teamsters Local 727 announced that the Executive Board unanimously voted to be the first Teamsters Local in the nation to join the National Coalition of Labor (NCL). The NCL is a non-profit coalition of labor unions composed of approximately 225,000 members. By joining the NCL, active union members in good standing and members of the 727 Retiree club now have access to benefits at no cost or discounted rates in addition to benefits they are provided under their collective bargaining agreements. Benefits currently include:

- \$5,000 Life Insurance Benefit
- \$2,500 AD&D coverage
- Access to purchase discounted Short-Term Disability insurance
- Free Roadside Assistance
- Financial Planning Services
- Discounted Tax Preparation Services
- Discounted personal firearm insurance
- Reduced tuition programs through the American College of Education

**“I am incredibly proud of our Union and the Executive Board in making the decision to be the first Teamster Local to join the NCL and provide additional benefits to our Union members and retirees,”** said John Coli, Jr.



***Pharmacists delivered the Company a 2.5% increase in sales which resulted in net sales and other revenue equaling \$18.6 billion.***

## ***RECORD NUMBER OF BARGAINING UNIT PHARMACISTS ATTEND UNION MEETING TO DISCUSS STATUS OF NEGOTIATIONS***

A record number of Local 727 Pharmacists gathered at the Union Hall on November 10th to discuss the status of negotiations and remaining a strong and unified group in the face of Osco's insulting proposals on wages and failure to acknowledge issues important to this group.

During the meeting, Union Stewards shared financial reports which showed that during a 12-week period in 2024, the pharmacists delivered the Company a 2.5% increase in sales which resulted in net sales and other revenue equaling \$18.6 billion.

Additionally, it was discussed that while the Company continues to hold the Pharmacists' current wage rate over their heads by comparing it to CVS and Walgreens, a true comparison shows that Osco Pharmacists have a less comprehensive economic package than those alleged competitors. In just one example, the Company has been stagnant on the Union's proposal for improvements to Parental Leave while Walgreens offers 8-weeks of paid leave alongside Short-Term

Disability. Additionally, the Company has repeatedly refused to acknowledge Martin Luther King Day and Juneteenth as recognized contractual holidays.

***Pharmacists were also outraged during the meeting when they learned that while they endured miniscule wage increases and pay freezes over the past five years, C.E.O. Vivek Sarakaran received an 82% pay increase from 2020 to 2024.***

The takeaway from this group meeting? This bargaining unit is organized, aligned, and ready to take action.

---

*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.*



## METER MEMBERS PARTICIPATE IN BI-ANNUAL UNIFORM MEETING



On June 26th, bargaining unit meter members from Laz and Metro One Services participated in the bi-annual uniform committee meeting. A new feature of the current contract includes a collaborative meeting between management and employees to discuss feedback about all Company uniform accessories from head to toe. Despite the heat and humidity, the uniform committee was eager to discuss articles of clothing for the upcoming fall and winter seasons.

Local 727 members from the Maintenance, Closure, and Meter Enforcement Departments provide their input and, in some cases, test samples before the Company commits to ordering those items for the entire bargaining unit. The next uniform meeting will be in January 2025 when the committee will discuss spring and summer clothing.

## Governor Pritzker "Goes Hollywood" while Local 727 Partners with other Industry Unions to STRENGTHEN CURRENT ILLINOIS TAX INCENTIVES



Photo Source: Illinois Film Office

Illinois Governor J.B. Pritzker visited Los Angeles earlier this year and met with top streaming and production companies to promote the Illinois' film, tv, streaming, and advertising production industry. Items discussed included the current state of the Illinois film industry and the current tax incentives offered to productions who come to Illinois.

Throughout 2024, Teamsters Local 727, along with other Chicagoland film/tv

industry Unions including IATSE, SAG-AFTRA, and DGA, have met to discuss ways to improve the current tax incentive. The ultimate goal of these meetings is to provide the Illinois Legislature with a list of enhancements to the current tax incentive plan that is supported by the film/tv industry labor community thereby encouraging the continued growth of the film/tv industry here in Illinois.



## Chicago Hosts Successful 2024 **DEMOCRATIC NATIONAL CONVENTION**

Teamsters Local 727 would like to congratulate the City of Chicago, and all of our Local 727 Tradeshow Industry brothers and sisters who worked the event, for hosting a safe and successful 2024 Democratic National Convention.

The work to host the DNC began back in November 2022, when Chicagoland area labor unions, in partnership with the Chicago Federation of Labor and Teamsters Joint Council 25, worked in solidarity to create a labor peace agreement. The agreement was made in order to protect the work of each of the individual bargaining units who would be involved with the Convention, and to maintain the high standards of wages, benefits, and work conditions that unions in Chicago fight for day in and day out.

"I'm extremely proud of the work that our Local 727 brothers and sisters did to help make the 2024 DNC such a success," said John Coli, Jr. "I was able to attend the DNC and witnessed firsthand the result of everyone's hard work."

## **WeDriveU/CDT Members RATIFY INDUSTRY RAISING Union Contract**

On October 30th, WeDriveU/CDT bargaining unit members overwhelmingly ratified a three-year successor contract. This new agreement introduces a host of significant improvements, including annual wage increases, equity adjustments, and official recognition of road supervisors within the Union. Additional enhancements include increasing the training bonus premium, weekend shift differentials, extra sick/personal days, and free access to the Teamsters 727 Wellness Center beginning in the third year of the contract.

Furthermore, Juneteenth has been designated as a new paid holiday, drivers will now benefit from two paid breaks, and members will receive an additional week of vacation after 15 years of service. Notably, the Union bargaining committee successfully negotiated a reduction in the duration a 'preventable' incident remains on record, cutting the time from 24 months to 18 months. In recognition of the ratification, every bargaining unit member will receive a \$375 bonus 30 days after the vote.

*"Our goal with this contract was to build on our past successes in the industry and ensure that the CDT union contract stands as one of the best in the area," stated John Coli, Jr. "I am proud to announce that with this new contract, CDT union members now enjoy the highest non-CDL wages in the Chicagoland area. This agreement not only recognizes the hard work and dedication of the CDT membership but also builds on the tradition of setting standards in our industry with each paratransit contract the Union negotiates."*

*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.*





## LOCAL 727 AND PEPSICO BEVERAGES NORTH AMERICA REACH HISTORIC NEW CBA

The Teamsters Local 727 bargaining committee and PepsiCo Beverages North America reached a historic three-year successor collective bargaining agreement covering all workers at the 35th Street, Elk Grove, 51st Street, and Kankakee facilities that was ratified by membership in early May.

Top achievements of the new contract included wage increases of no less than \$4/hour across the board with 5% increases in each additional years of the contract, Company paid healthcare plan (with no money to be taken out of employees' checks) similarly designed to the Union's plan, access to the Teamsters Local 727 Wellness Clinic, \$70 pension multiplier for each year of the contract, and the addition of Juneteenth as a paid holiday. Additionally, all members will receive a total ratification bonus of \$1,500.



"This Pepsi contract is the result of absolute solidarity. I am incredibly proud of our bargaining committee and our brothers and sisters at Pepsi for refusing to back down – and the 95% vote authorizing a strike really showed Pepsi how united this group was. It is because of that perseverance and solidarity that we were successful in our healthcare fight," said John Coli, Jr. "We also could not have done it without the solidarity of other Locals including 135, 142, 90, and 673. It's hard to put into words how grateful we are for the leadership General President O'Brien, General Secretary-Treasurer Zuckerman, and the General Executive Board. With their promise of expanded strike benefits and readiness to back our fight in Chicago, we were unstoppable. I've never been prouder to be a Teamster."

*"It is because of that perseverance and solidarity that we were successful in our healthcare fight"*





Photo Source: Shutterstock

## UNION DEMANDS TO BARGAIN OVER POTENTIAL SALE AND MERGER OF JEWEL- OSCO STORES

In early July, only minutes before Osco representatives blindsided effected bargaining unit pharmacists with news of a possible sale of their stores pending the Kroger-Albertsons merger, Osco SVP of Labor Relations, Dan Dosenbach, reached out to the Union to provide a “heads up.” In its untimely notice, the Company informed Local 727 that if the Kroger-Albertsons merger is approved, Stores #3053 (Palos Heights), #3098 (Alsip) and #3181 (87th St, Chicago) will be sold to C&S Warehouse Grocers. According to the limited information provided to the Union, all other current bargaining unit locations would fall under the Kroger umbrella. The Kroger-Albertsons merger has yet to be approved and

is pending the results of a lawsuit filed by the Federal Trade Commission which attempts to block the merger entirely on antitrust grounds.

In response, Local 727 immediately contacted the Company and demanded to bargain. The Union also sent an extensive and comprehensive information request. For the time being, the Company has confirmed that there will be no changes to day-to-day operations for the bargaining unit, but rest assured the Union will continue to demand to meet with Osco to discuss any possible impacts before any such changes are made.

It would appear that Osco is back to playing gotcha games and disrespecting the hundreds of Local 727 pharmacists they employ. “I was hopeful that the relationship with Osco would improve leading up to negotiations and following a reset between the parties and a commitment by the Company to provide more transparency, but it appears that they are up to their old tricks,” said John Coli, Jr. “The Union will continue to ensure that our members are

treated with the respect and fairness that they deserve, and we expect Osco to adhere to the same professional standards they hold the pharmacists to.”

***“The Union will continue to ensure that our members are treated with the respect and fairness that they deserve.”***

*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.*





## LOCAL 727 MEMBERSHIP VOTES TO APPROVE STRIKE DEFENSE FUND ASSESSMENT

On September 29th, a majority of Teamsters Local 727 membership who were present and eligible to vote, voted overwhelmingly in favor of adopting a \$2.00 monthly uniform assessment to be used to establish and fund a separate Strike and Defense Fund during the September General Membership Meeting.

Each eligible member was issued a secret ballot upon check-in and asked to vote on adopting a monthly assessment in the amount of \$2.00 per month (in addition to normal monthly dues and fees) to be used to establish a Strike and Defense Fund. This Fund will be to be used by Local 727 and other labor Unions to assist in engaging, publicizing, supporting, and promoting collective actions such as pickets, rallies, strikes, and work stoppages. The monthly assessment of \$2.00 began on November 1, 2024.

"This is the ultimate example of the extraordinary strength and solidarity of our Union," said John Coli, Jr. "Voting in favor of the assessment so that we can create this Strike Fund shows that Local 727 is a force to be reckoned with and more importantly that Local 727 shows up and we take care of our own. I could not be prouder of our membership."

On October 16th, Local 727 reached a settlement with DS Services, Inc. (a/k/a Hinckley Spring Water / Primo Water Corporation / PRMW) for the late-load grievances and arbitrations.

The Union first filed a grievance in August 2023 when the Company had issues with water production. This grievance covered August 14th, 15th, 16th and 28th, focusing its position on the events of August 28th, which was two weeks after the August 14th mechanical breakdown. On August 28th, the company had ample spring water, however, because of an oversight the production team did not have enough caps for water bottles. While the Company loaded the RSRs' trucks, the Company failed to supply the RSRs with all required product which resulted in RSRs having to drive back to their branch to re-load or adjust their delivery route in the following days.

The Union asserted that the Company violated Article 9, Section 21 of the current CBA and

alleged that the Company circumvented the load article by sending RSRs out to deliver without all of their required product, causing RSRs to lose valuable time. Throughout the grievance process, the Union asserted that the contract language explicitly applied to delays in loading and not to delays in leaving.

The settlement provides that ten RSRs receive late load pay from August 15th due to waiting for their truck to be loaded, thirty-four RSRs receive four hours of late load pay from August 28th, and six RSRs have their PTO days restored from being off on August 28th due to lack of product. The settlement also states that the Company will keep approximately two days' supply of water on hand. The extra inventory is not guaranteed under the settlement agreement, however, the Union's goal by including this reference is to encourage the Company to change its behavior and prevent the types of issues that impact these hard-working RSRs.



*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.*

## KDP Merchandisers

# VOTE TO FORM UNION

This summer, Merchandisers at the Keurig Dr. Pepper Northlake Facility voted to join Teamsters Local 727 despite facing an aggressive anti-union campaign from the Company. Their decisive vote in favor of unionization marks a significant victory. By joining the 500 other members already represented by Local 727 within the Company, these Merchandisers will bolster the collective voice and influence of the union membership.

"Despite being up against Keurig Dr. Pepper, one of the largest corporations globally which spent significant money on an aggressive anti-union campaign, the Merchandisers persevered and voted to join the Union," said John Coli, Jr. "Their display of solidarity and unity standing alongside current union members at the facility is truly commendable. I am immensely proud of their dedication, as well as the unwavering commitment and passion shown by our existing members in Northlake who continue to champion the cause of the Union."

*WE WILL ENTER  
NEGOTIATIONS IN  
THE FALL WITH  
WALL-TO-WALL  
UNIONIZATION.  
WITH MORE POWER  
THAN EVER BEFORE,  
TEAMSTERS  
WORKERS AT  
KDP WILL NOT BE  
STOPPED."*

In early August, Teamsters Local 727 was informed that Merchandisers at Keurig Dr. Pepper received certification from the National Labor Relations Board as their sole and exclusive bargaining representative. Despite the Company flying in outside consultants from Southern California, spending months and tens of thousands of dollars to run an aggressive anti-union campaign in an attempt to tear apart the foundation months of worker led organizing had built, the Merchandisers strength and solidarity prevailed.

"All of our existing Union brothers and sisters at KDP stood with the Merchandisers to support their efforts, guiding them through every step of the process. I want to thank our Union brothers and sisters - from the Sales Department to the Drivers to Production - for their outpour of support," continued Coli. "We will enter negotiations in the fall with wall-to-wall unionization. With more power than ever before, Teamsters workers at KDP will not be stopped"

*NEGOTIATIONS WITH KDP ON BEHALF OF ALL MEMBERS BEGAN ON OCTOBER 30TH.*



Photo Source:  
Shutterstock

*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.*



## TEAMSTERS LOCAL 727 AND OSCO DRUG REACH FIRST AGREEMENT FOR CENTRAL PROCESSING PHARMACISTS

On June 6th, representatives for Teamsters Local 727 and Osco Drug reached a 3-year agreement for the Central Processing Pharmacists. This is the first collective bargaining agreement for this bargaining unit based out Itasca.

Highlights of the tentative agreement include:

- ✓ An over 11% increase to hourly wages in year one of the agreement with 3% increases in each of the two out years
- ✓ The ability to work remotely up to 3-days each week (applicable to those who work more than 2 days each week)
- ✓ Enhancements to PTO which raise everyone to an accrual rate of at least 136 hours each year
- ✓ A grievance and arbitration procedure to contest violations of the agreement and/or discipline that does not meet the just cause standard

"I'm glad that the parties came to this agreement in a relatively short period of time for a first contract," said John Coli, Jr. "For a first contract, this agreement hit a home run in meeting memberships' specific demands. It's a strong start to a CBA that will undoubtedly only get stronger in the years to come. I welcome these members to Local 727 and look forward to getting to know them."



## Congratulations to **ELIZABETH WAZIO** Recipient of a 2024 James R. Hoffa Memorial Scholarship

Teamsters Local 727 would like to congratulate Elizabeth Wazio for being a \$10,000 scholarship winner of the James R. Hoffa Memorial Scholarship Fund. Elizabeth is the daughter of proud Local 727 Funeral Industry member Jerry Wazio of Lawn Funeral Home. Elizabeth attends the University of Illinois and is working towards a bachelor's degree in mathematics.

In her scholarship application essay, Elizabeth described what it means to be part of a Teamster family by writing "Living in a Teamster household provides my sister and me the convenience of knowing that my father will always have the financial means and the time to balance work and family needs. The

Teamster benefits, such as health and dental insurance, ensure that my family is healthy and able to participate in all of the important events in a teenager's life. Knowing this allows me to focus on school instead of suffering financial stress." Elizabeth also wrote in her essay, "Teamsters also grants tuition reimbursement to make my dreams of attending college more achievable. This building block promotes success in my life and also relieves financial stress from my parents when my sister goes later on. Teamsters puts forth unmatched benefits that contribute to not only my academic and financial success but also to that of my entire family."



Winter 2024 Edition

# TEAMSTERS LOCAL 727 MEMBER NEWSLETTER

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



Non-Profit  
U.S. Postage  
PAID  
Chicago, IL  
Permit No. 2661



*Happy  
Holidays*

TEAMSTERS  LOCAL 727