

TEAMSTERS LOCAL 986

MISCELLANEOUS WAREHOUSEMEN DRIVERS AND HELPERS

1198 DURFEE AVENUE • SOUTH EL MONTE, CA 91733 • PHONE (626) 350-9860 • FAX (626) 448-0986

TO ALL KAG-WEST LLC DRIVERS:

On **December 30, 2011**, National Labor Relations Board Administrative Law Judge William Kocol issued an ORDER requiring your Employer, its officers, agents, successors, and assigns to:

1. Cease and desist from withholding your \$1.91 wage increase because you selected Teamsters Local 986 as your bargaining representative, and
2. Paying you full back pay from August 21, 2010 to present and continuing, along with interest compounded daily, because of their violation of the National Labor Relations Act.

Administrative Law Judge Kocol specifically found that it was the union activities of the drivers that motivated KAG to even begin the process of granting wage increases to employees in the first place.. Said differently, had the employees in Southern California not engaged in union activities KAG would not have begun to consider granting the wage increases in August, 2010 to anyone. As a result, virtually everyone who worked for KAG received an increase while the employees in southern California were frozen because they voted for the union. The Judge specifically found that the Company admitted if the employees had voted against the Local 986 the southern California employees would have received the wage increase. This is a violation of the LAW.

On **January 27, 2012**, KAG West appealed this slam-dunk decision so they could continue to withhold your hard earned money while they engage expensive lawyers to continue to delay, delay, delay. They use the bargaining process as their excuse to deny you what is rightfully yours. Not once in bargaining has the Company offered to include this retroactive wage increase as part of a wage or benefit proposal. Not once has the Company offered more than 25 cents per hour upon ratification to compensate you for their blatant violation of the National Labor Relations Act.

KAG West seems to blame their refusal to pay you the increase you deserve on the bargaining process. Here is our challenge. You should tell each and every management personnel that Teamsters Local 986 will not hold it against KAG if it gave every employee the \$1.91 retroactive to August, 2010. In fact, we will guarantee in writing that we will not file an unfair labor practice charge alleging they refused to bargain in good faith by providing this increase unilaterally. You are the winners and they can take the credit. We have asked them to provide the \$1.91 several times in bargaining to no avail but we will continue our fight for what is rightfully yours at the negotiating table.



The purpose of this bulletin is to show you Teamsters Local 986 is in your corner. We are fighting hard for you and your families but we need your help. The Company thinks it can hold you down while engaging in these stall tactics and refusing to provide you wages, hours and working conditions that will make your future secure. Please show your support and let management know that you will not allow them to hold you down any longer.

In Solidarity,

A handwritten signature in black ink, appearing to read "Chris Griswold". The signature is written in a cursive style with a long horizontal stroke at the end.

Chris Griswold
Secretary-Treasurer
Teamsters Local Union No. 986

CG:vg