

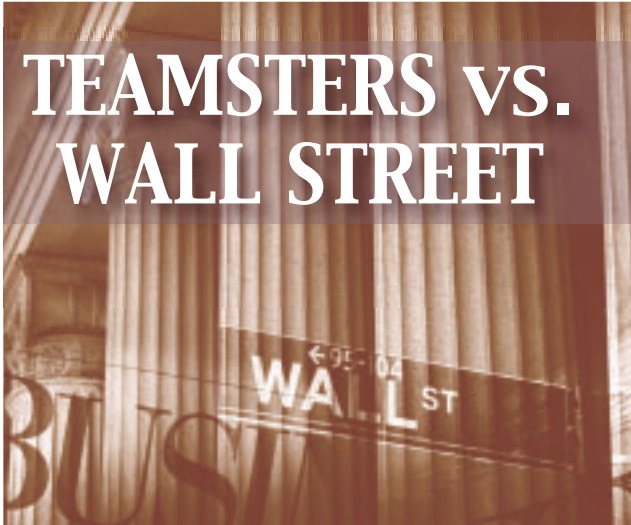


# Brewery & Soft Drink

## The Teamster Brewery and Soft Drink News

James P. Hoffa, General President • C. Thomas Keegel, General Secretary-Treasurer • Jack Cipriani, Director

### TEAMSTERS VS. WALL STREET



#### Union Shames Financial Services Companies into Doing the Right Thing

When jobs are at stake, the Teamsters Union will stop at nothing to save them, even if it means staring down the most powerful financial services companies in the world.

YRC Worldwide (YRCW), a trucking company that employs 35,000 people, 30,000 of which are Teamsters, was loaded with debt and headed for bankruptcy at the beginning of 2010—which would have undoubtedly resulted in massive job losses.

Intervention by the Teamsters Union turned the tide, though. The union shamed powerful Wall Street firms, including Goldman Sachs, into saving tens of thousands of jobs instead of lining their own pockets.

In a story under the headline, “How the Teamsters Beat Goldman Sachs,” the influential political newsletter and web site Counterpunch said: “Goldman proved unwilling to be charged with throwing 30,000 truckers out of work. The bank not only caved, but offered its help.”

“This was the union’s first foray into the cut-throat world of credit-default swaps and high finance, and we came out on top,” said Jim Hoffa, General President. “This is a breakthrough for union activism on Wall Street and great news for YRCW workers.”

See *Teamsters vs. Wall Street* on page 2

### Negotiations Beginning for Coke, Pepsi and 7UP



#### Southern California and Nevada Soft Drink Locals Enter Pact

Teamster leaders representing more than 4,000 Coke, Pepsi and 7UP employees across Southern California and Las Vegas recently developed a new program to build the union’s power as contract talks covering many of the members are set to begin.

Twelve local union leaders met recently at Local 952 in Anaheim, California where they discussed priorities for the upcoming negotiations and strategies for achieving the members’ goals.

Key to the new approach is a joint commitment among the local unions, Joint Council 42 and the International Union to build the union’s power through seeking opportunities for greater cooperation during contract talks and in organizing campaigns.

International Vice Presidents Randy Cammack and Jack Cipriani led the meeting. Cammack also serves as President of Joint Council 42, which covers all of the local unions in Southern California and Nevada. Cipriani is the Director of the union’s Brewery and Soft Drink Workers Conference, which covers more than 55,000 Teamsters across North America.

“The Teamsters union has a good record of organizing new members and winning strong contracts for our members in the soft drink industry,” Cammack said. “I’m excited about this new approach because it focuses on building our strength by bringing our local unions and members closer together.”

See *Soft Drink Locals* on page 3

## A Message From Conference Director Jack Cipriani

### Organizing in Our Division

The stability and good jobs that result from Teamster negotiations, such as at Anheuser-Busch, has been an example of why more

brewery and soft drink workers should become Teamsters.

The fact that all 12 of Anheuser-Busch's breweries in the United States continually produce a quality product and employ thou-

sands of Teamster members is one shining example. Those benefits were hard-won through difficult negotiations and, more importantly, the knowledge that Teamster members stand together.

This year we are helping to organize more employees of soft drink companies. Each of these workers has much to gain as a Teamster—good wages, good benefits, and the knowledge that they are members of the most powerful union in the United States, to name a few. The employers will probably fight back and make empty promises, but we have shown that we can out-negotiate them and stand strong with our membership.

Another leverage point with have with companies is through shareholder actions.

If you own shares of Coca-Cola Enterprises (CCE), you can help build Teamster power at CCE. This spring, we are sponsoring a shareholder proposal at CCE calling on the company to put future severance agreement with executives to a shareholder vote.

In the past the company has doled out millions of dollars to executives who leave the company. To get involved, please send your name and address to [capitalstrategies@teamster.org](mailto:capitalstrategies@teamster.org), or call the Teamsters Capital Strategies Department at (202) 624-8100.



## Teamsters vs. Wall Street continued from page 1

### Credit-Default Swaps

At issue were credit-default swaps (CDS), which provide “insurance payments” to investors when a company goes bust. Some Wall Street firms essentially made bets and actively made CDS markets in the final days of the exchange in the hopes that the exchange would fail and YRCW would go out of business. The bondholders with CDS coverage stood to make money if it happened.

The Teamsters Union targeted the firms that were banking on YRCW going out of business and essentially shamed them into doing the right thing. The union put the bondholders—institutional banks, brokerage houses, hedge funds and others—on notice that it would call out those firms and hold them accountable for massive job losses at a time when the country can't afford it.

Tim Geithner: If you want to survive another year in Washington, start channeling your inner Jimmy Hoffa...the one man who has stared down Goldman Sachs and the big-money crowd on Wall Street and come out a winner.”

A union pressuring Wall Street to forsake greed in favor of doing the right thing is a rare sight, and many in the press took notice.

“Taxpayers should pay attention to the kind of deal that can be cut when a tough cookie like Hoffa is driving the negotiations,” wrote the New York Post.

“The taint of the [credit-default swap] issue remains hanging over future reorganizations. Leave it to Teamsters president James Hoffa to remind what's at stake as Congress reshapes financial regulation in 2010,” said the Wall Street Journal.

“Our involvement in this fight

**“THIS IS A BREAKTHROUGH FOR UNION  
ACTIVISM ON WALL STREET AND  
GREAT NEWS FOR YRCW WORKERS.”**

**—JIM HOFFA, GENERAL PRESIDENT**

The Wall Street players had a choice: They could force YRCW into bankruptcy and line their pockets with a bit more cash, or they could exchange their debt for stock and keep the company afloat, allowing 35,000 people to keep their jobs. As the Wall Street Journal put it, “In the battle between the truckers and the hedge funds, the truckers won.”

A story in the New York Post started, “Memo to Treasury Secretary

brought home how much reform is still necessary to rein in Wall Street greed,” Hoffa said. “I'm grateful to the companies who eventually did the right thing, but we shouldn't have had to shame them into doing it. This isn't just a story about what the union did to save jobs. We had the support of our rank-and-file Teamsters every step of the way, plus the support of a lot of other people and institutions who wanted to see these hardworking folks keep their jobs.”

# Coca-Cola Warehouse Workers Win Arbitration



## Bargaining Unit Work Protected

Local 14 in Las Vegas recently won an important arbitration award for a Coca-Cola facility which resulted in the protection of bargaining unit work. For many years Coca-Cola products in Las Vegas have been delivered and warehoused by members of Local 14.

But in April 2008, the managers of the Coca-Cola facility met with Al Ghilarducci, then Trustee and business agent at Local 14, and Gary Mauger, former Secretary-Treasurer at Local 14, to inform them of their plan to go to a third-party, nonunion distributorship to handle excess Coca-Cola products.

"In May 2008, Gary and I met with the company to tell them that they could have an off-site facility if they staffed it with bargaining unit personnel," Ghilarducci said. "But Coke management said that they planned to go ahead and have it open as a nonunion facility.

"Immediately after this meeting we filed a grievance and a charge against the company," Ghilarducci said. "Coca-Cola eventually withdrew their plan. Then a few months later they reinstated their plan, at which time we protested and they withdrew their plan for a second time."

On January 19, 2009, the company claimed that a delivery had slipped through the cracks and was delivered to the third-party facility. They were also planning to keep that facility open with

nonunion personnel. Local 14 filed a grievance and charges against the company again.

"When we went to arbitration with Coca-Cola, we won," Ghilarducci said. "The company got an order to cease and desist and the arbitrator said that there was a possibility of a financial award that would go to the employees who suffered."

"We wanted to do the work at the new off-site facility," said Dennis Pasternak, a 15-year Teamster and a steward at Coca-Cola. "I had heard, too, that Coca-Cola is trying to start up off-site, nonunion facilities at other locations. That was one of the big reasons we filed this grievance."

Now, due to the local union's strength, Teamsters at Coca-Cola in the Las Vegas will continue with their work. Due to Local 14's perseverance, members who suffered economically from Coca-Cola's attempt to start up a nonunion facility will receive part of a \$47,000 arbitration award.

"Protecting our members' jobs and their scope of work is very important to the Brewery and Soft Drink Workers' Conference," said Jack Cipriani, International Vice President and Director of the Conference. "We fully supported Local 14's drive to keep all of the Coca-Cola jobs in Las Vegas as Teamster jobs."

"Now we have a new warehouse and we will be doing the work," Pasternak said.

## Soft Drink Locals

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### A Shared Commitment

The local, regional and national leaders entered into and signed an "Agreement for Strategic Campaigns," which recognizes the Teamsters' "shared commitment toward improving the working conditions for our members," by committing "to ensure that the local unions representing these workers achieve strong contracts for their members."

The agreement outlines both core goals and possible tactics for achieving this objective. Teamster goals include winning more pay, securing pensions and protecting the members' health insurance benefits. The union also wants to strengthen job security as well as make improvements to the grievance process.

Cipriani is encouraging the local leaders to work closely with the International Union's Strategic Research and Campaigns Department to develop possible tactics designed to put pressure on the soft drink companies during contract talks. The Brewery and Soft Drink Conference is particularly committed to building contract campaigns that engage the members in the struggle to win needed improvements.

"The truth is that the Teamster members who work for Coke, Pepsi and 7UP have more in common with each other than they do with their companies," observed Cipriani. "We are all in this fight together to win better wages, benefits and working conditions."

# A Message from General President James P. Hoffa

## Protecting Jobs



Protecting Teamster jobs is one of our most sacred duties. Lately, our fight to save jobs has led us to employ new methods, including taking action against powerful Wall Street financial firms.

The Teamsters Union often employs new and innovative methods when organizing potential members and during contract campaigns, but the YRC Worldwide battle (see this newsletter's cover

story, "Teamsters vs. Wall Street") is uncharted terrain for the labor movement.

Our recent Wall Street battle on behalf of trucking giant YRCW, which employs 30,000 Teamsters, got us a lot of attention in the press but also taught us valuable lessons. We are taking what we learned in that dispute to use in other campaigns, like our current fight for the jobs of carhaul Teamsters.

The union is fighting to save 5,000 Teamster carhauler jobs. Automakers have threatened to kill good Teamster jobs by

switching to nonunion haulers. A national campaign by the Teamsters persuaded GM to renegotiate its contracts with union carriers—saving Teamster jobs—and is working to get Fiat/Chrysler and Toyota to back off plans to take Teamster jobs.

In this, as in every campaign the Teamsters embark on, member involvement is crucial. Freight Teamsters stepped up and got involved in the YRCW fight, and carhaulers are stepping up to help in this one.

Hundreds of Teamsters have already taken an active role in the campaign, handbilling at dealerships and attending rallies. The union has also reached out to members of Congress, the White House, safety advocates and other allies. For more information, visit [carbuyersbeware.com](http://carbuyersbeware.com).

The Teamsters Union is always looking for strong, proud members to get involved. For more information on what you can do on these or other issues, please visit [www.teamster.org](http://www.teamster.org).

*DRIVE is a political committee that furthers labor-related goals, including making contributions to support candidates for local, state and federal offices. Individuals may refuse to join or contribute without fear of reprisal.*

Find out more about this exciting program by talking to your local union, or on the web at [www.teamster.org/drive](http://www.teamster.org/drive)



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