

TEAMSTERS Brewery AND Soft Drink

NEWS



Brewery and Soft Drink Workers Conference

OCTOBER 2004

Strike Settled In San Diego Victory for Local 683 Coke Bottlers

Teamsters with Coca-Cola Enterprises (CCE) can tell you that the Brewery and Soft Drink Workers Conference is on the move. Conference Director Jack Cipriani and conference locals rallied national support to settle a strike in San Diego, which was primarily about health care.

The negotiations between Coca-Cola and Local 683 led to a 20-day strike and the Teamsters ultimately emerged victorious. The 300 strikers held their ground against one of the world's largest corporations.

"Over the past several months it became clear that Coca-Cola's objective was trying to force our members to pay 25 percent of their monthly health care cost," Cipriani said. "We were not going to allow Coke to pass this cost along to our members while lavishing millions on departing executives."

Coca-Cola recently gave a "golden parachute" of nearly \$24 million in severance pay to its departing president after only three years of employment.



Solidarity

"The strike was definitely worth it. Now the company respects us more—they realize how hard we work," said Eduardo Barajaz, a six-year fleet mechanic at the San Diego facility. "We let the company know we weren't going to go for just anything and now we are getting improved wages and health care."

"We knew we were going to have a real fight with the company," said Rich Page, a 25-year employee at the Coke bottling plant. "There was a lot of solidarity on the picket lines and support from the public. I was a picket line foreman and on only one of the 20 days we were out did I have to bring a lunch. On all of the other days, neighbors and the general public brought food to us. I was really touched by the public support."

Fighting for Health care

The Teamsters hadn't been on strike at Coca-Cola in 45 years and the reason it happened this time was to protect health care benefits. The Brewery and Soft Drink Workers Conference represents about 15,000 bottlers

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Election 2004: A Clear Choice for Working Families Bush for Big Business, Kerry for Workers

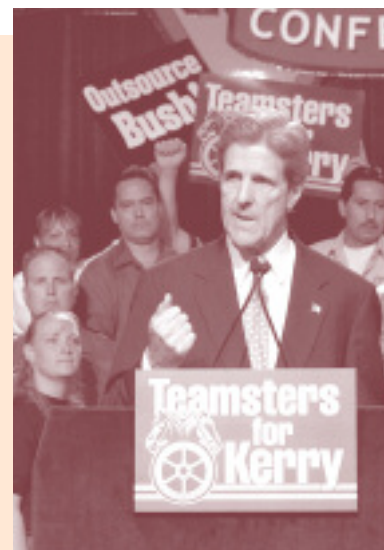
Since taking office, George W. Bush has made it clear what his attitude is toward the needs of working families. From health care to retirement security to jobs and trade, this administration consistently has worked for its Big Business contributors and against the men and women across this country who work for a living.

Still, many people are asking: How would a second Bush term affect the needs and

challenges of working families? During his acceptance speech at the Republican Convention in early September, Bush shared his vision for working families, if he's given a second term in office. In his speech, the President set his sights on basic worker benefits.

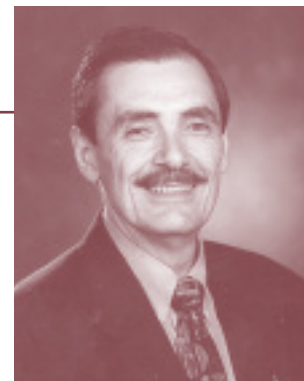
"Many of our most fundamental systems—the tax code, health coverage, pension plans, worker training—were created

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Senator Kerry at the Teamsters Unity Conference

Standing Together



The negotiations with Coca-Cola bottling in San Diego proved that when we stand together, we can achieve victory. Health care is a central component of every Teamster contract. This is why we have made health care a priority whenever contracts are being negotiated. The Coke victory was a demonstration of the power we have when we are united in our bargaining agendas. Our resolve will be tested again when we continue with Coke bottling plant negotiations elsewhere.

The presidential election this November will play a key role in how our health care benefits are provided, the quality of care and the cost. John Kerry and John Edwards are the best team for this important job. I have great faith that a Kerry administration in the White House will be a solid advocate for

working families. And, over the past six years, I have had the honor of working with Senator Edwards in North Carolina to promote a pro-worker agenda that is rooted in a solid commitment to our families.

Both John Kerry and John Edwards will work towards stopping American jobs from going overseas. They understand the importance to our families and to the U.S. economy of providing good working opportunities for every man and woman who wants to work. Whether in politics, negotiations or on a strike line, we must stand together to prevail.

Pepsi Contracts Settled Locals 992 and 377 Approve Pepsi Agreements

Members of Local 377 in Youngstown, Ohio recently ratified a new contract with the Pepsi general bottling plant. The three-year contract not only brings improvements in wages and benefits for more than 70 drivers, it also gives the group added bargaining strength in the contract cycle.

“The company is a tough one to deal with,” said Terry Pealer, a worker at the plant and a steward for Local 377. “The team fought hard and showed diligence and creativity in getting the best Pepsi-America contract possible for our members.”

In July, members of Local 992 in Hagerstown, Maryland also overwhelmingly voted in favor of a new Pepsi contract. The 46 employees at the Williamsport, Maryland bottling plant will receive a variety of wage and benefit increases as well as numerous language improvements in their new three-year agreement.

“We are satisfied that this is a fair contract,” said Tom Krause, Secretary-Treasurer of Local 992. “The improvements and changes cover issues in all areas of concern, and benefit all the workers.”

Contract Highlights

The Local 377 members and their negotiating team were ready to do whatever was necessary to win significant gains on the critical issues. That determination paid off.

“We put in some long hours, but this contract addresses our major concerns,” said Chris Colello, President of Local 377. “The company knew we weren’t leaving until we got what we needed.”

The Local 377 members were one of the last groups in the negotiating cycle, often leaving them little choice but to accept contracts similar to those signed earlier in the process.

However, the new agreement now places Local 377 first in the contract cycle.

Other highlights of the Local 377 agreement include wage increases for hourly workers; wage improvements for full service employees;

improvements in seniority, on-call and vacation language; negotiation requirements for distribution changes; and cessation of product-return charges.

Highlights of the Local 922 contract include wage and pension benefits increases; retention of current health care benefits; commission versus hourly wage compensation guideline improvements; commission deduction guidelines improved for package changeover/oversold products; improvements in on call and mileage compensation; and language improvements.



Strike Settled In San Diego

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and warehouse workers at sites across the country. San Diego was the first site where health care costs became a primary issue.

Members approved the five-year agreement after Coke made significant concessions in their demands for workers to pay nearly 25 percent of their health care costs. The wage increases for workers are retroactive to May 2.

For information on the Conference, please see <http://www.teamster.org/divisions/brew/brew.asp>

ELECTION 2004: A Clear Choice For Working Families

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for the world of yesterday, not of tomorrow,” the President stated. Clearly, Bush intends to use the power of his office to continue undermining—and in some cases abolishing—critical health and retirement programs.

He also laid out his plan to advance his assault on core labor rights. Just days after his administration implemented new regulations that will take overtime rights away from 6 million working Americans, Bush pledged in his speech to go even further in a second term. He called for new “labor law reform”—including flex-time and comp-time programs—that would enable more companies to force their employees to

work expanded and constantly changing schedules without any additional compensation.

Kerry-Edwards: Renewing America's Commitment to Working Families

Fortunately, John Kerry and John Edwards know that health coverage, pensions, and worker training are not things of the past. These two leaders have proven their commitment to working families, as both of them have earned lifetime labor voting records of better than 95 percent.

The Kerry-Edwards health care plan would make the same insurance that



members of Congress use available to all Americans, ensuring that everyone has access to affordable, quality health care. Right now they are leading the fight in Congress to allow for the re-importation of safe, approved prescription drugs from Canada, drastically reducing the costs of medication for seniors and other working Americans.

Kerry and Edwards would also bring a renewed commitment to job creation and fair trade to the White House. They will close tax loopholes that encourage companies to move overseas, and they will put an end to the Bush administration's “outsourcing” agenda, which has caused 1 million American jobs to leave the country.

“Working families and union members find themselves facing the greatest challenges and, perhaps, the bleakest future in fifty years,” said Jim Hoffa, Teamsters General President. “Fortunately, we can do something about it. By voting the issues that matter most to us—health care, retirement security, jobs and trade—we can help renew our nation's commitment to the values that built our economy and created the middle class. We can put America back to work!”

for more information log on to
www.TeamstersForKerry.org

A SECOND BUSH TERM:

What Would It Mean for Working Families?

HEALTH CARE: 3 million retirees will lose their employer-provided prescription drug plan due to George Bush's sham prescription drug plan, and 5.2 million more people are without health insurance today than four years ago. With a second term in office Bush will be able to move forward plans to privatize Medicare and establish “medical savings accounts” which would allow wealthier Americans to buy their way out of the health care crisis.

RETIREMENT SECURITY: 10 million working Americans—including many Teamsters—saw their retirement plans put in jeopardy when the President used a veto threat to prevent Congress from enacting meaningful pension relief for multi-employer pension plans. **The President will continue to promote an agenda that harms traditional pension plans and their participants**, while at the same time undermining laws passed in recent years to reign in corporate CEOs who doctor the books and lie to investors.

JOB AND TRADE: 2 million more Americans are out of work today than at the beginning of the Bush administration, and 1 million jobs have gone overseas due to Bush's outsourcing policies. **Bush administration officials have already stated their intention to enter the United States into more job-killing trade deals, and the President himself committed during his convention speech that he would continue his “free trade” agenda.**

A Message from General President James P. Hoffa



Vote!

Every working man and woman who cares about their future—the future of their jobs, the future of their health care and retirements, and the very future of our country—should vote for John Kerry

and John Edwards on November 2.

Let's cut through the spin and campaign rhetoric and simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.

Kerry and Edwards support the right to organize. They have rallied workers on picket lines. John Kerry was once a warehouse driver and member of

Teamsters Local 25. John Edwards has worked in a mill. Can you imagine Bush or Cheney—both former CEOs—on a picket line? You would also have to be dreaming to think Bush/Cheney would do anything to strengthen workers' rights at the expense of corporate profits.

Don't be fooled by wedge issues, comments taken out of context and savvy advertising. The choice is clear. A John Kerry administration would welcome labor as a partner in Washington. Four more years of George Bush could destroy what it has taken 100 years to build. On

November 2, stand up for working families and elect public officials like John Kerry who will build our middle class rather than destroy it. And remember, every vote counts.

Fraternally,

Let's ...simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.

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