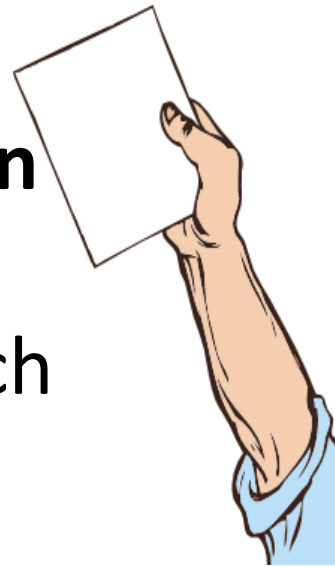


FACT

Negotiating a First Contract

- If the Teamsters win – you only get a **piece of paper** from the NLRB stating the **Teamsters Union represents all of you as a group** in your dealings with the Company
- Both Sofidel and the Union must **bargain in “good faith”** – which means **meeting at reasonable times and places** to try to reach a contract





Negotiating a First Contract

- **Nothing happens automatically** – the only requirement is to try to negotiate a contract
- **Wages and benefits** generally remain the same until there is an agreement between the union and the Company to change them
- **How long** does it take to reach a contract? No one can answer that. A first contract often takes at least a year of negotiations – sometimes two years – and sometimes it never happens. The **Teamsters' average is over 310 days.**



~~GUARANTEED~~

Negotiating a First Contract

- The law **does not require that a contract be reached** or that either party agree to any proposal made by the other
 - A **Union won't improve our revenues** or lower our operating costs
 - We would say **“no”** to any proposal we felt was **unreasonable or unaffordable**
- **Sofidel also has right to make proposals** concerning any aspect of your employment

~~GUARANTEED~~

Negotiating a First Contract

Some things **can't be negotiated:**

- For example, the Company can't tell the Union who are the **Union's business agents** and who are the Union's **Union stewards**

AND

- The Union can't tell the Company who are the Company's **managers and supervisors**



No Guarantees – Nothing Locked In

- You think you have **nothing to lose** by voting in a union
- You may think there will be a **guarantee of what you have**, with a **possibility of more**
- The Union may tell you the wages and benefits you already have are locked in – and they **can only go up**
 - Maybe you have heard that....
 - Do you believe it's true?
- **It isn't!**





No Guarantees – Nothing Locked In

- **All you have now** – your wages, 12 hour shifts with built in overtime and 401(k) benefits – would be **put onto the bargaining table**
- Collective bargaining is like any other negotiation – you are involved in a big **horse trade** in which trade-offs can, and are, made





What you have now with No Dues

- Sofidel employees receive an **excellent package** of additional benefits **provided by the Company**, and **WITHOUT** paying a single cent in union dues
- If the Company bargains a contract with the Teamsters, **ALL of these things can be negotiated** and can go up, down or stay the same.
- In fact, the Teamsters have negotiated **LESS or the SAME 96% of the time**



No Guarantees – Nothing Locked In

- Particularly in negotiations for a first contract, it's not unusual for the Union to **trade things away** for things the Union really wants, such as **union shop** and **dues check-off** clauses, or **special privileges for Union stewards** like **more pay** or **shift preferences**, **excused days off** for Union activities, and being the last to be laid off and first to be recalled regardless of when they were hired
- These provisions do nothing for most employees. They protect the Union and its supporters



Bargaining Trade-offs?

- When a union sits down at the bargaining table, it is **bargaining with your wages and benefits** – it may give up things you want to get things the union wants
- **What might the union give up to get what it wants?**
 - Voluntary overtime in CNV?
 - Your participation in the 401(k) plan?
 - Time off benefits?



Who Controls the Bargaining Process?

- Sometimes **employees think they will control** the bargaining process – **that's not how it works**
- You'll have **no say over who will** be assigned by the Teamsters to **negotiate** a contract
- You **won't be able to control what goes on at the bargaining table**
 - Why? Because **most of you won't be there**



Who Controls the Bargaining Process?

- The Teamsters **union business agent and 4-5 employees** will go to the bargaining table
 - Bargaining will be led by the paid union business agent who will be **looking out for the union's business interests**
 - Usually the **strongest union supporters become members** of union's negotiating committee
- Union's bargaining committee has **full authority** to make any **trade-offs** it sees fit



Who Controls the Bargaining Process?



- At the **end of the process**, you will be asked to vote for or against the contract but **you only get to vote up or down on the *whole* package**
- Employees usually have **little choice** but to accept what the union's bargaining committee is recommending