

Sean Foley
Business Agent's Report
January 3, 2021

Contracts in negotiations: Coca-Cola and Veritiv

Contract Negotiations to start soon: Keiver-Willard and Spincraft

Bimbo Bakeries: A couple of different pay issues; one has to do with some members not receiving the holiday pay for Veterans' Day and the other has to do with the Company not paying a member for lost time due to a Covid test. The Covid test issue has been resolved with the member being made whole for all lost time. The holiday pay for Veterans' Day still has not been resolved and may need to go through the grievance procedure.

Merrimack Valley Distribution: Over the last month or so we have had a numerous number of individuals who have been out of work due to the Covid-19 pandemic. To the Company's credit, they have done their best to make sure all those employees have been paid accordingly. However, there is a level of frustration that is being created because of the lag in time in which employees are being notified after they have come in contact with an individual who has tested positive for the virus. Right now, it looks as though those delays are being generated from the accounts our members service and not the Company themselves. The Union has made it clear to the Company that we expect the delivery teams to be notified immediately upon the Company gaining knowledge of such instances. Alternate Steward Mark Travers is doing a great job of staying on top of this issue and everything else.

MOC: The Company and the Union have reached a tentative agreement on a new three (3) year contract. Due to the Covid-19 restrictions the tentative agreement will be voted on using the mail-in referendum process. The ballots are due back to Local 170 on January 5, 2021 and will be tallied at a location in which social distancing can be practiced on January 6, 2021.

Pepsi-Cola: A couple of months ago I reported on the Company wanting to move in the direction where the merchandiser would be required to use their personal vehicles when servicing the stores as opposed to Company vehicles they have historically used. I also reported that given the relationship Local 170 has with the ownership, we did not see this as being something that would be settled without the need of a third party. To no surprise, the Company has not disappointed and instead of trying to reach an agreement on this change that would be fair to both parties, they have decided to implement the change while only offering the bare minimum in

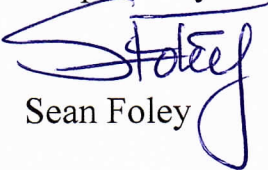
return. The Union has informed the Company any change to the current work conditions that is implemented will be met by not only a grievance, but will also result in a charge being filed with the National Labor Relations Board.

Quality Beverage: Both locations have been hit pretty hard with employees being quarantined as a result of either a family member or themselves testing positive for Covid-19. It seems as though the beer industry in particular has been hit hard by the Covid-19 resurgence that started back in early to mid-November. Over the last month or so, the Union and the Company have met on a couple of occasions. The topic of those discussions included the importance of our members being provided with the proper PPE, the importance of our members utilizing the PPE that is being provided to them, and the possibility of finding an alternative delivery procedure that will meet the needs of the customers while also protecting our members and their family's safety. Stewards Brandon Paradise and Justin Reed, along with the help of their Alternate Stewards Alex Ayala and John Zwirblia continue to do a great job at their respective locations representing our members.

It has been another busy month with negotiations and grievance meetings. During the month I have been in and out of my assignments. I would like to thank my Stewards for their continuous hard work. I would also like to thank Principal Officer Shannon George for his continuous leadership, my fellow Business Agents, our Executive Board, and the office staff for always working together and putting our memberships' best interest first.

In closing, I would like to wish the membership and their families a happy, healthy, and prosperous new year.

Respectfully submitted,



Sean Foley