

Sean Foley
Business Agent's Report
February 7, 2021

Contracts in negotiations: Coca-Cola

Contract negotiations to start soon: Keiver-Willard Lumber and Spincraft

Atlas Distributors: A couple of small issues. One of those issues was related to Covid-19, as it dealt with whether or not the time spent in quarantine under the restrictions of the Massachusetts Travel Order was a qualifying event under the former Families First Coronavirus Response Act (FFCRA). A meeting with the Company was held on January 12th to discuss the issue. At first, the Company balked at the Union's position that the incident was a qualifying event under the FFCRA. However, at the end of the meeting, the Company ended up conceding to the Union's position agreeing to make the individual whole for 7 days' worth of lost wages. I want to thank Steward Ron Damon who does a great job of staying on top of all the issues over there.

Bunzl New England: We had a member who was terminated back in October for what the Company is claiming to be insubordination. The arbitration hearing was held on February 3rd. Unfortunately, the hearing was unable to be completed in one day and a second day will need to be added in order to finish the hearing. We also had a couple of members who had their sick time deducted by the Company for the time they spent in quarantine due to suspected close contact with a co-worker who had tested positive for Covid. After some back-and-forth discussions between the parties, the Company agreed to credit their sick time back to the two individuals and make both of them whole for the lost wages that resulted from their time spent in quarantine.

Keiver-Willard Lumber: A proposal meeting is scheduled with the membership for February 12th.

MOC: On January 14th, the members unanimously ratified a new three (3) year agreement. The new agreement includes wage increases that range between 20.5% and 29.6 % over the life of the agreement, the stabilization of the employees' contributions towards their health care premiums, an increase in the daily guarantee for both their AM and PM routes, increases to the quarterly attendance bonuses, as well as strong gains in the contractual language. I would like to thank former Steward William Dalton for not only all of his help during negotiations, but also for all his hard work and dedication over the years.

Pepsi-Cola: Over the last few months, I have reported a couple of times on how the Company was attempting to make a change that would have resulted in the merchandisers having to use their personal vehicles when servicing the Company's customers, as opposed to Company vehicles. This was a change the Union was obviously opposed to, especially given the fact that we did not feel the economic offer the Company had put on the table, in return for the change was enough to offset the additional costs our members would incur. I am happy to report that the Company has chosen to not move forward with their proposed change and will continue to make Company vehicles available for the merchandisers to use.

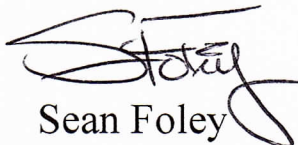
Quality Beverage: We received the Arbitrator's decision regarding a hearing that was held back in September. The hearing involved the termination of one of our members. I am happy to report that the Arbitrator ruled in favor of the Union and has ruled the member be returned back to work on a time served suspension. Unfortunately, as of today, the Company has still not returned that member back to work. The one good thing for our member is that the lost wage clock started ticking on January 13th and from that day forward the Company will be liable for all lost wage opportunities that incur because of their actions. There are also some smaller issues at both the Taunton and Auburn locations, which we are continuously resolving. I want to thank Stewards Brandon Paradise and Justin Reed, as well as Alternate Stewards Alex Ayala and John Zwirblia for all their help.

Spincraft: A proposal meeting was held with the members on Saturday, January 30th. I will be reaching out to the Company in the coming weeks to schedule some dates for negotiations.

UPS Freight: On January 25th UPS made the IBT aware of its sale of UPS Freight to TFI International. The sale is for a reported 800 million dollars and is expected to be finalized at either the end of the first quarter or the beginning of the second quarter this year. TFI International is a full-service transportation and logistics company that is largely based in Canada, with almost zero presence in the United States LTL market. The acquisition of UPS Freight immediately gave TFI access to 197 terminals, 6,400 tractor trailer units, 14,500 employees and approximately 28,000 LTL shipments a day in the United States. TFI has told the IBT they intend to honor the Collective Bargaining Agreement that is currently in place and will mirror both the Pension and Health Plans that our members currently enjoy. As things develop, I will continue to report on them.

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

Respectfully submitted,


Sean Foley