



FDC assists in Teamsters' organizing victory at CVS

After years of planning and seven months of organizing by Teamsters Local 386, 613 employees at the CVS Distribution center in Patterson, Calif., are now represented by a union.

Double-Trouble, the FDC's big-rig, joined Teamsters Local 630, Teamsters Joint Council 42, and other union-affiliated trucks outside the CVS distribution center on August 17 and 18 during the final organizing push and representation vote.

Teamsters Local 386 Secretary-Treasurer Gaylord Phillips said the union's experience in organizing a WinCo Foods distribution center helped in the CVS drive.

"Because we represent other warehouses, including the only WinCo distribution center in California, we were well-prepared for this challenge," Phillips said. "We learned valuable lessons that we employed in organizing the CVS center."

Phillips said the CVS warehouse workers were hungry for union-quality wages and benefits, including affordable medical care and pension.

"For our new CVS members, the most valued aspects of union



membership are the things we often take for granted," Phillips said. "Things they never had before, like a seniority structure, a grievance procedure, enforced safety standards and, most importantly, respect on the job."

Phillips said the big rigs were valuable during the final days of the organizing process.

"The three trucks demonstrated to the workers that we're a strong organization and that we'll do whatever it takes to win on their behalf," he said.

Solidarity

"The FDC truck was unique, though. It showed that we're not just Teamster strong, but we have the support of the 45 organizations listed on the side of that trailer. It drew everyone's attention.

"The three trucks together showed the solidarity and strength of the labor movement — the sound they made with those horns was

something else," he said. "CVS has a really young workforce and the kids just lit up when the trucks came around the corner for the first time and blasted those horns."

The horns symbolized the victory in a moving way when the election results were announced on Aug. 18.

"The trucks were lined up out front when we came out of the building after the votes were counted," Phillips said. "We had huge smiles on our faces and we gave them a big thumbs-up. And then all of them at once sounded those horns full blast.

"Instantly, we heard this roaring cheer from inside the plant. The employees didn't have any official indication of the vote outcome yet, but at that moment, when they heard those horns, they knew they'd won.

"I've been in this business for a long time, and I can say without hesitation that it was one of the coolest things I've ever seen or heard. It brought tears to the eyes."



FDC supports BevMo workers in Oakland

Double Trouble, the FDC's big-rig, rolled into Oakland on Aug. 12 to support BevMo workers seeking to organize a union.

The workers are organizing to defeat wage and benefit cuts recently imposed by the company.

Joining the workers in a rally outside Oakland's BevMo store were members of the UFCW, Teamsters and Firefighter unions. Don Perata, a former California Senate Speaker Pro Tem and current Oakland mayoral candidate, spoke in support of the BevMo workers.

"The demands of these workers aren't really demands," Perata told the crowd. "They should be considered basic requirements for anyone doing business in Oakland."

"BevMo can do better and it must do better," UFCW Local 5 President and FDC Executive Board Member Ron Lind told the crowd.

"Mistreatment of your workers, the very individuals responsible for your success, is unacceptable."

The company acted unilaterally to eliminate all full-time positions, resulting in the eradication of medical and 401(K) benefits.



When the Oakland BevMo employees responded with an organizing drive, the company hired a "labor consultant" firm to train its managers to squash the organizing effort.

"We've seen this many times," Lind said. "Companies hire outsiders to do their dirty work. They intimidate and coerce their employees to lie about the benefits of unionization."

"We have news for BevMo," Lind said. "It's not going to work this time."





FDC, Paul Kenny recognized for help averting Arizona strike

Fresh from a string of successes and prepared for the challenges of tomorrow, hundreds of union stewards gathered in Phoenix in August for UFCW Local 99's Steward Conference.

The Aug. 17-18 event was organized to help the stewards fulfill their duties, which include building their union's strength at the store level and educating their co-workers about their collective bargaining agreements.

In his welcoming remarks, FDC Executive Board Member and UFCW Local 99 President/ UFCW International Vice President Jim McLaughlin noted that the



Above: FDC President Paul A. Kenny receives recognition from UFCW Local 99 President Jim McLaughlin at UFCW Local 99's Steward Conference. Above left: Big-rigs from the FDC, Teamsters Joint Council 42 and Teamsters Local 630 line up in Arizona during negotiations in 2009. Left: President Kenny shows solidarity in Arizona shortly before strike is averted.

presence of so many new stewards indicated that more members are interested in getting involved with their union.

Paul A. Kenny, president of the FDC and secretary-treasurer of Teamsters Local 630, provided a brief history of the FDC's recent activities, including its support of last year's negotiations between UFCW Local 99 and the food employers.

The 45 affiliates of the FDC represent 375,000 union members in nine states and seven unions.

The presence of Double Trouble, the FDC's big-rig, in Arizona during the contract stalemate illustrated to the employers that Local 99's members weren't alone as they demanded a fair and equitable contract, Kenny said.



Remember these dates!

- **Nov. 9, 2010** — Registration deadline for 2010 FDC Annual Convention. Discounted block of hotel rooms at Caesars Palace (\$149/night) will be released after this date.
- **Dec. 12-15, 2010** — FDC Annual Convention at Caesars Palace, Las Vegas.



Food & Drug Council.

I N C O R P O R A T E D

It's not too early to sign up! 2011 FDC Events Schedule

Luncheon Meetings

Dates: March 16, 2011
Biltmore
June 15, 2011
Location to be determined
Sept. 7, 2011
Biltmore

Biltmore Hotel
506 S. Grand Ave.
Los Angeles, CA
90071

Schedule for All Meetings:

11:30 a.m. — Check-in
12:00 p.m. — Luncheon/Meeting

Annual Convention

Dates:
Dec. 11-14, 2011

Location:
Caesars Palace
Las Vegas, NV 89109

Notes:

- Convention begins with reception on the evening of Sunday, Dec. 11.
- Convention fee details on registration form available at www.FoodandDrugCouncil.org

Please Count Us In!

Organization Name: _____

Contact Name, Tel. # & Email: _____

Luncheon Dates: _____

Names/Emails of Attendees for Luncheon:

Total Attendees: _____ x \$65.00 Per Person per Luncheon = _____

Mail completed card with check payable to:
Food & Drug Council, Inc., P.O. Box 8160, Calabasas, CA 91372.

Luncheon registration fees are priced at \$65.00 per person.

Separate fees apply for Annual Convention (please contact us for Registration Form or download from www.FoodandDrugCouncil.org).

Questions? Call (818) 591-7482