



General Teamsters Auto Truck Drivers & Helpers Local Union No. 162

Affiliated with the International Brotherhood of Teamsters

Bob Sleight

Secretary-Treasurer

July 14, 2010

Mark Davison

President

USPS Certified 7008 1300 0001 0132 0361 & Email to dancanales@cokecce.com

Dan Canales
Labor Relations Specialist
Coca-Cola Enterprises
2603 Camino Ramon, #550
San Ramon, CA 94583

Dear Dan:

You are now in receipt of the July 9, 2010, Decision and Order issued by the Regional Director of the NLRB clarifying the bargaining unit to include all outside and inside employees in our previously merged seniority lists, and also includes the Wilsonville 1 and Wilsonville 2 transport loaders.

The Company must now recognize its obligations to apply the superior wage rates and benefits of the Teamsters Local 162 Collective Bargaining Agreement ("CBA") to all employees in the unit. In those cases where employees new to the unit are receiving wage rates and benefits superior to the CBA, Local 162 demands the Company red-circle those employees so they do not suffer a reduction. However, these red-circled employees must also receive the superior wage rates and benefits of the CBA where applicable.

For example:

1. It is our understanding many merchandisers from the former Woodland facility are being paid substandard wages. The Company testified at the NLRB hearing that while Local 162 merchandisers earn between \$16.00 and \$17.25 per hour, former Woodland merchandisers earn between \$12.50 and \$16.95 per hour.
2. Former Woodland employees now working in Wilsonville as drivers and in warehouse positions have informed Local 162 they were not previously guaranteed a full day's pay when called in to work. The Local 162 CBA calls for eight hours per day for employees on a five day workweek and ten hours per day for employees on a four day workweek. The Local 162 CBA also provides superior daily and weekly overtime pay. These provisions must now also apply to all employees in the bargaining unit as clarified.
3. A Company representative at the NLRB hearing noted that Local 162 member's health care costs are \$50 per month for an employee, \$60 for an employee plus one, and \$70 per family. That same Company representative stated her monthly out of pocket for family coverage is \$332 per month. All unit employees are entitled to health care with the lower Local 162 monthly co-pays called for in the CBA. We expect the Company to change your payroll practices immediately and accordingly.

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4. Under the Local 162 CBA the Company is obligated to pay \$3.87 per hour on behalf of every employee for retirement benefits (with the exception of Merchandiser 1/Utility at \$2.12 per hour) to the Western Conference of Teamsters Pension. The Company is now obligated to also make these pension contributions for employee retirement benefits on behalf of the former Woodland employees and all other employees new to the unit.

5. The Company also testified at the NLRB that former Woodland employees could be terminated without access to final and binding arbitration before a neutral party. With the unit now clarified, all employees are entitled to Union representation, have access to a grievance procedure and are protected by the job security provisions of the CBA.

These examples are not exclusive, just some important instances where the Company must increase wages and benefits for employees new to the unit.

We recognize there are limited instances where some employees currently enjoy better wages and some limited benefits. Again, we encourage the Company to red-circle all wages and benefits which currently exceed those provided by the Local 162 CBA, regardless of which employees enjoy these wages or benefits.

Teamsters Local 162 is not in favor of reducing the wages and benefits of any employee, and we demand that the Company immediately provide all superior wages and benefits of the CBA to all unit employees.

Please confirm immediately in writing upon receipt of this letter of your intent to comply with the CBA and the July 9, 2010, Decision and Order of the NLRB.

Sincerely,



Mark Davison,
President

cc Paul Hays, Attorney
Dennis Hart, IBT Brewery Conference (email dhart@teamsters853.org)
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