

UE Local 115 – Refresco Union Update

January 2022



Union Solidarity Wins Raises

Refresco gave out bigger and earlier raises than usual to try to convince us that we don't need a union. But we know that they only gave us raises because we have a union. The company feels pressure from the workers organizing and standing together to speak with one voice. This is only a down-payment on the bigger raises that we really deserve!



Refresco Continues to Stall Negotiations

Refresco has done everything it can to fight our union. The company knows that when we have a union, they will have to negotiate better wages, benefits and working conditions with us.

The National Labor Relations Board (NLRB) provisionally certified our union on December 13th, 2021. The certification took so long because Refresco appealed the union election results twice over frivolous issues (one June voting session starting 5 minutes late). Refresco appealed the latest NLRB decision on January 6, 2022, to the NLRB in Washington, DC. The union will respond to the appeal by January 13th. Then the DC NLRB will respond to the company's request for review, which could take a few weeks up to a few months. Refresco has been filing so many appeals to avoid negotiating with our union. The company should be ashamed at how it's treating us. Refresco should respect our decision to form a union and negotiate with us!

The union sent the company a demand to bargain December 14th. You've elected your bargaining committee and we have proposals for wage increases and other improvements in our jobs ready to give to the company.

But Refresco still refuses to negotiate. The union filed an Unfair Labor Practice charge with the NLRB, and the Labor Board responded that since the company asked the NLRB in DC to review the New Jersey NLRB decision, our union certification is on hold again.

Refresco is stalling, but we will be victorious in the end. We will continue to stand strong and never give up!

We won't be fooled or discouraged by the company's tricks. We know that the workers united will never be defeated. Ya basta!