

September  
2021

# The Facts

As most of you know, Teamsters Local 391 has filed a petition with the Labor Board to represent the drivers of the US Foods, Wilmington, Fletcher, Raeford, Rocky Mount, Mebane, High Point, and Morganton, NC shuttle yard locations.

A secret ballot election will be conducted by the Federal Government. This will allow **you**, to decide whether or not you want the union to represent you. The details of the election will be communicated once they're finalized with the National Labor Relations Board.

We want to communicate a few facts about negotiations and contracts at US Foods because we have heard misinformation being shared and believe it is important that you have all of the facts in front of you when you make what we believe to be one of the most important decisions in your career here with US Foods.

1. **We have heard people say that a contract here would be as good or better than the contract in Manassas or Roanoke. There is no contract in Manassas or Roanoke yet. In fact, the negotiations in Roanoke have only just begun. So NO ONE can even say what the employees there will have as a result of negotiations, let alone what a contract here may look like.**
2. **We have heard people say that whatever raises would come from negotiations would be retroactive. Maybe, maybe not. That is something that would have to be negotiated. For at least the past 15 years, no first contract at US Foods has included retro pay.**
3. **The average time it has taken to negotiate a first contract has been 1.4 years, and some have taken as long as 4 years.**

If the union is voted in, we will bargain in good faith. As a result of those negotiations, we may reach agreement and we may not. It may be a quick process, or it may take a long time. You may end up with a contract you like or one that you believe does nothing for you. Sitting here today, no one can tell you how those negotiations would work out. Not us, not the union, and not your coworkers. If someone tries to tell you otherwise, they are just not being truthful with you. That is why we are giving you the facts – so you can make an informed decision for yourself.

#### Remember

The ONLY thing the union can guarantee you if you vote them in is that they will “negotiate” on your behalf. That means they will sit across the table from the Company and ASK for the many things they may have promised you.

**Ask Questions – Get the Facts**



**US.**  
**FOODS®**