



Jacob Cole
Staff Representative

January 18, 2025

Let's set the record straight about bargaining with Safety Kleen in 2024/2025.

As your Staff Representative and lead negotiator in the current negotiations, I'm committed to transparency and making sure you get the facts about bargaining. Your negotiating team consists of myself, Unit President Daniel Rodriguez, Jimmy Bowers, Noelle Matasovsky, Local 1011 President Steve Serrano, and Chairman of the Grievance Procedure Rich Barron.

Before negotiations even began we committed to sharing accurate and timely information with the membership using our text message system and Communication & Action Team. After all, we represent YOU in bargaining! Our goal is having a United front as a union standing up for the best interests of all hourly workers at Safety Kleen.

We are aware of a Bargaining Update from Management sent out last evening and we want set the record straight.

- Everything shared by your Bargaining Committee is factual information because we want you to be informed. Any and all official communications will come via text and from your negotiating committee.
- The Company has decided to try to entice the group with wage increases which they outlined in their memorandum. What they fail to mention is the **NON-NEGOTIATED** wage increases of almost \$4/hour that they illegally offered to one specific group, almost one full year prior to the contract expiration in an attempt to cause division among our workforce.
 - o Your bargaining committee was able to reach a tentative agreement to prevent any future attempts to unlawfully disregard and go around our union.
 - o We also filed a board charge with the National Labor Relations Board (NLRB) because we believe this was an illegal practice without first notifying or bargaining with the Union - at a minimum.
- **Safety Kleen is attempting to renege on a Safety Agreement reached with the Union mid-term which pivoted away from behavioral based safety programs**

and empowered workers to have a voice in the workplace. The Company even received an award from the Union for this agreement at its annual Safety Conference in 2024, 1 year after it was negotiated and agreed to. Not a single member of management attended nor was present to be a recipient of this award. Your Union was there to **PROUDLY** receive this award.

- The Company fails to mention that not one time during the course of bargaining was this ever offered as a proposal, which means that they believe that, with other items which haven't been previously offered to the Union to negotiate, that **YOU WILL OVERLOOK** this.

DON'T BE FOOLED BY TYPICAL COMPANY RHETORIC.

REMEMBER WHAT IT WAS LIKE BEFORE THE UNION HAD YOUR BACK!!!!

We're not going to let them bully us into accepting a poor offer. Let's stick together and stand up for a contract that honors and respects our work, skill and commitment to safety on the job.

Attend the meetings on January 28, 2025 10am, 3pm, and 7pm to learn more about these negotiations, understand what's behind the company's scare tactics and hear directly from your elected bargaining committee.

In Solidarity,

A handwritten signature in cursive script that reads "Jacob Cole".

Jacob Cole
District 7, Staff Representative