

**JOSH ZIVALICH**  
President

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AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

# Teamsters Local Union 769

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February 15, 2019

**TO: ALL SYSCO MIAMI DRIVERS REPRESENTED BY TEAMSTERS LOCAL UNION NO. 769**  
**RE: RECENT ELECTION VICTORY**

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Congratulations on your victory to be represented by Teamsters Local Union No. 769! We are proud to have you on board with us as Teamsters and look forward to meeting those of you that we have yet to meet. As you know, the election results sent a resounding message that the drivers in Miami Sysco want to have representation. Unfortunately, the Employer put out a letter which outlined that they (Sysco) will potentially appeal the decision of the Regional Director of the National Labor Relations Board. This is another stall tactic and an effort to demoralize the drivers that made their decision to have representation **PERFECTLY CLEAR!**

We are calling on the Employer to not waste your time, as well as that of the Labor Board with a pointless appeal.

Further, we have been made to understand that a supervisor has criticized many of you for "making the biggest mistake of your life" and informing you that "now, we will hold you accountable for everything!" That is clearly retaliation for exercising your federally protected right to vote for union representation and we will **NOT TOLERATE THAT TYPE OF CONDUCT** by Management. We are certain that **THIS IS SOMETHING** the Labor Board will interested in.

We are in the process of scheduling a contract proposal meeting so that you can express your concerns and elect representatives from the group to assist our Business Agents in negotiating with Sysco. I have assigned Brother Steve Myers to be the Chairman of the Union's Negotiating Committee. Brother Dan Vera will be your primary point of contact with any questions or concerns you may have as we transition from the organizing drive into the negotiations phase. You can reach Dan Vera at our office (305) 642-6255.

Again, we are happy and proud to have you on board with Teamsters Local Union No. 769

Fraternally,

A handwritten signature in black ink that reads "Josh Zivalich".

Josh Zivalich

President