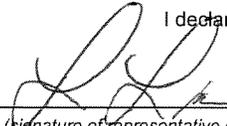


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Sysco Boston, LLC	b. Tel. No. 281-731-3534
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 99 Spring Street Plympton, MA 02367	e. Employer Representative Scott Richardson Senior Director of Labor Relations 99 Spring Street Plympton, MA 02367
	g. e-mail richardson.ronald@corp.sysco.com
	h. Number of workers employed 253
i. Type of Establishment (factory, mine, wholesaler, etc.) Food distributor	j. Identify principal product or service
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  See Attachment A.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Local Union No. 653	
4a. Address (Street and number, city, state, and ZIP code) 4 Hampden Drive South Easton, MA 02375	4b. Tel. No. 508-230-7140
	4c. Cell No.
	4d. Fax No. 508-230-7145
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (Signature of representative or person making charge)	Luke Liacos (Attorney) (Print/type name and title or office, if any)
Feinberg Campbell & Zack P.C. 177 Milk Street, Boston, Address MA 02109	Tel. No. 617-338-1976
Date March 20, 2019	Office, if any, Cell No.
	Fax No. 617-338-7070
	e-mail lgl@fczlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

## **Attachment A**

On or about November 1, 2018, the Board certified Teamsters Local 653 as the exclusive collective bargaining representative for all full time and regular part time drivers employed by the Company at its Plympton, MA facility and its domicile locations in Bow, Exeter and Manchester NH; Dracut, Peabody, Fitchburg, Springfield, Charlton and Hyannis MA; and East Greenwich, RI.

In the past six months, the Employer has violated and continues to violate the Act by:

- 1) Threatening and intimidating employees through “ride along” evaluations of drivers, which the Company previously had not performed for several years. Suddenly, as the parties negotiate their first collective bargaining agreement, the Company has resurrected this long defunct practice. Employee Bryan Voci, a member of the negotiating committee, has already been designated for two “ride along” evaluations in the last month. The Company is retaliating against Mr. Voci on account of his support for the Union and role on the negotiating committee.
- 2) The Company is now requiring drivers to complete questionnaires soliciting feedback about areas of improvement for warehouse workers. This is a unilateral change in the terms and conditions of employment, as well as a transparent attempt to create discord between the drivers and the warehouse workers.
- 3) The Company has stated its intention to utilize “Telogis,” a fleet tracking software used to monitor drivers’ idle time. This is a unilateral change in the terms and conditions of employment, as well as a transparent attempt to intimidate bargaining unit members.
- 4) The Company has unilaterally changed the terms and conditions of the health insurance offered by the Company. The Company is now requiring all employees with covered dependents to “verify” their dependents’ eligibility. The Company is threatening to drop all dependents who are not verified, without the option of re-adding the dependents until 2020. The Company has never required its employees to engage in any “verification” process. The Company did not notify the Union of this change or provide an opportunity to bargain.
- 5) The Company has unilaterally changed the tractor assignments for its senior drivers. The Company did not notify the Union of this change or provide an opportunity to bargain.

Since the Union’s certification in November 2018, Sysco has been charged with numerous unfair labor practices including but certainly not limited to unilateral changes in working conditions, employee retaliation, intimidation and coercion arising from Union support, threats of loss of benefits based upon union activity, promises and grants of pay raises and promotions in order to influence the union election, and unlawful employee surveillance. The allegations in the Union’s charges are numerous and egregious, and clearly interfere with the employees’ free choice to organize and engage in the collective bargaining process.

In light of the Company's clear pattern of committing unfair labor practices intended to prevent employees from engaging in concerted activities for the purpose of collective bargaining, Teamsters Local 653 seeks a bargaining order as preliminary injunctive relief under Section 10(j) of the Act.