

Danun Kuhlman

April 23, 2023

To Coca-Cola Consolidated:

Lupe Moore

Most of us are long-term employees who have spent the majority of our working careers at CCCC. Every day we do our best to represent the company in a way that customers receive the best service that we can possibly provide. In exchange for our hard work and dedicated service, the company is now presenting us with an offer for a new contract that will eliminate jobs and reduce pay for many of us. The company's take it or leave it attitude is a slap in our faces.

Rather than bargaining with our negotiating committee in order to reach a fair and reasonable contract, the company has chosen to spend their time and money on outside attorneys and by bringing in supervisors from other parts of the country to try to intimidate their WV workers.

You sent letters to us to inform us of the terms of your final offer as if the Union was not going to give us the facts. This is despite the fact that you know that the Union always provides each of us a copy of the Company's final offer in every contract vote. More importantly, our negotiating committee consists of 6 Coca-Cola employees elected by the membership to represent them in addition to Teamsters officials. Your inference that these Coca-Cola employees would not be honest with us is disgusting and further demonstrates the company's complete lack of respect for their employees.

- Why are you offering us substantially less wages than your competitor has recently agreed to in their negotiations despite the fact that you have given some of your nonunion employees in our Charleston branch \$4 an hour raises which would be substantially more than you have offered us over a three-year period?
- Why have you repeatedly refused to abide by signed agreements between the Teamsters and the Company including refusing to pay claims for retirees pursuant to the agreed to insurance policy?

Coca-Cola Employees,

Royce Bantle

Sal Ford

Ken McQueen

Juan Griffith

Keenan

Brian Kelley

James Van

Jeremy Cox

John B...

Robert P...

Jacal Emeter

Corey...

John...

...

Tom...

Charles Dex Carver



Coca-Cola Consolidated

Don Bud

Buddy

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Long Mitchell

~~John M. White~~

David Johnson

~~John M. White~~

~~John M. White~~

John M. White

Ray Costa

John M. White

Leslie South

Greg Hays

Bruce Cross

Long Squire

Danny

~~John M. White~~

Greg Maxwell

Mike Carth
Mark Cly

~~John M. White~~

John M. White

Rosa Parsons

John M. White

Eric Case

Bill Bygones

John M. White

John M. White

Zed Seaman

John M. White

David Jones

Aust M. W.

Paul Wolf

John M. White

Christopher Brown

Alan Martin

Allen Beach

James Hoey

Paul M. White

Robert M. Elliott

John M. White

Reese Bullard

John M. White

John M. White

James Stept