



Teamsters Local Union No. 848

Chartered in 1937

ERIC TATE
SECRETARY-TREASURER

DATE: June 17, 2019
TO: Tesoro Refinery, Carson, CA
PBF Refinery, Carson, CA
Chevron Refinery, El Segundo, CA
Valero Refinery, Long Beach, CA
FROM: Eric Tate, Secretary Treasurer, Teamsters Local 848 *Eric Tate*
RE: Sanctioned Strike Notice on Savage Services Corporation

We are writing to bring your attention to serious violations of your company's Code of Business Conduct happening at the Tesoro, PBF, Valero, and Chevron refineries, specifically by one of your vendors, Utah-based Savage Services Corporation.

On behalf of the members of Teamsters Local 848, which represents more than 7,500 workers and their families in Southern California, I am writing to provide you with timely and reasonable notice that Teamsters Local 848 is planning to conduct a sanctioned strike against Savage Services Corporation for Unfair Labor Practices (ULPs). [Click here](#) to read the National Labor Relation Board (NLRB) complaint alleging that Savage Services Corporation violated the Act by engaging in nearly 40 unfair labor practices.

Teamsters Local 848 is respectfully sending you this notice of a sanctioned strike and planned pickets against Savage Services Corporation. This will most likely include picketing at the refineries serviced by Savage Service Corporation, including the Tesoro Refinery in Carson, PBF Refinery in Torrance, Valero Refinery in Long Beach, and Chevron Refinery in El Segundo, when Savage trucks, drivers, or mechanics are present.

A majority of Savage Services Corporation truck drivers and mechanics who were eligible to vote elected, over a year ago in May 2018 to become members of Teamsters Local 848. We believe the Company has received more than an ample amount of time to work through the ***Five Stages of Grief***, but apparently based on its actions at the Settlement Conference on June 4, 2019, concerning the nearly 40 allegations of unlawful conduct against it, it has only reached the third stage: "**Bargaining**". Savage Services Corporation wants *a second bite at the apple* (a new election) while it continues to employ anti-union consultants. On June 4, 2019, it was obvious its single objective was obtaining a rerun election.

Throughout the workers' organizing campaign, Savage Services Corporation ("Savage"), hired anti-union "consultants," and engaged in unfair labor practices, including unlawfully:

Our Members Are Our Strength. . . Our Children Are Our Future. . . Our Retirees Are Our Foundation

- Terminating an employee in retaliation for his Union and other protected concerted activity;
- Threatening termination and plant closure as a result of employees' efforts to unionize;
- Interrogating employees about their Union activities and knowledge of the Union's organizing campaign;
- Creating the impression that it was surveilling employees' Union activities;
- Soliciting and offering to resolve individual employee grievances if they rejected the Union; and
- Directing employees not to wear pro-Union insignia or sign Union authorization cards;

The Union and the workers were willing to maintain patience, which we have for more than a year and allow the NLRB to litigate the charges against Savage. If Savage wants to spend millions of dollars fighting the NLRB and the Teamsters rather than resolving the issues for far less, it's their money. We are confident in the end we will prevail.

Unfortunately, Savage Services Corporation has continued to commit more unlawful unfair labor practices, and the nearly 40 original unfair labor practices have gone unremedied for far too long. The first set of unfair labor practice charges are detailed in the attached Complaint from National Labor Relations Board Region 21. Therefore, Teamsters Local 848, many drivers and mechanics working at Savage feel they have no choice but to picket at your refinery, when Savage trucks, drivers, or mechanics are present, unless Savage immediately remedies its violations of the National Labor Relations Act. Specifically, Savage Services Corporation must:

- Cease and desist from violating its employees' rights under the National Labor Relations Act;
- Reinstate unlawfully terminated workers; and
- Respect the employees' choice of Teamsters Local 848 as their exclusive bargaining representative by counting the votes of all eligible employees, including the unlawfully terminated employees, and beginning good faith negotiations over a first contract.

¹ The Union has no dispute with your company or refinery. The Union's dispute is only with Savage Services Corporation. We have no intention of enmeshing your company or any other company in our dispute with Savage Services Corporation, and we will not picket your company or any other employees working on your premises. We will only be picketing Savage Services Corporation. The Union's picketing at your location will comply with the rules outlined by the National Labor Relations Board in *Sailors Union of the Pacific (Moore Dry Dock Co.)*, 92 N.L.R.B. 547 (1950), and approved by the United States Supreme Court. *see e.g. Local 761, IUE v. NLRB (General Electric)*, 366 U.S. 667, 680, 681 (1961). Although we understand that our picketing of Savage Services Corporation may impact your operations, and it is not our intent to harm or disrupt your business, we have a legal right to picket Savage Services Corporation during the time it is working on your property—even if this may result in some disruption to your operations.