



# Food & Drug Council

I N C O R P O R A T E D

## FDC UPDATE

Wednesday, July 16, 2008

### Alta Dena Dairy Charged With Unfair Labor Practices

*FDC investigation reveals Dean Foods subsidiary used illegal tactics to influence July 3 union vote*

**T**eamsters Local 630 in Los Angeles announced that it will file charges of unfair labor practices against Alta Dena Certified Dairy. The union alleges that the company violated federal labor laws by interfering with a union representation vote on July 3.

An investigation uncovered evidence that Alta Dena's parent company, Dean Foods, had illegally influenced the vote, which resulted in a narrow loss for union organizers.

In the weeks leading up to the vote, "we had every indication that Alta Dena's employees would vote for union representation," said Paul Kenny, president of the Food & Drug Council (FDC).

The investigation revealed that workers were deceived and threatened by Neil J. Finerty, Dean Foods' vice president of labor relations, and other company officials, Kenny said.

"At departmental meetings during working hours and subsequent group employee meetings with Mr. Finerty, employees were harassed, lied to, illegally threatened and led to believe that legally binding union documents were invalid," Kenny said.

"In an industry like the dairy industry, where a majority of companies are unionized, Alta Dena's behavior is an outrage and an insult to its hardworking employees.

"Mr. Finerty allegedly made statements during the employee meetings that a union would not guarantee a contract, that the union's top officials were convicted criminals, that the wages the union promised were lower than the ones currently paid, and that he would force a strike before agreeing to a Teamsters benefits package or pension plan," Kenny said.

Finerty allegedly stated that, if a strike should occur, he intended to permanently replace all strikers with new hires and transfers from other plants.

He also falsely stated that union paperwork, such as the authorization cards signed by the workers and contract offers from other Alta Dena plants, were expired and fraudulent, Kenny said.

"Mr. Finerty, as a trustee of the Western Conference of Teamsters Pension Trust, has portrayed himself as a friend of labor in the past," Kenny said. "It is sad that he chose an opportunity such as this to show his true colors at the expense of his workers' livelihoods.

"For someone who once lauded a National Labor Relations Board election as 'the American way' and promised elections would be conducted free of coercion, this is more than a betrayal. It is an unapologetic stab in the back," Kenny said.

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