

Q&A

Question:

Can the Teamsters Control Your Routes, Loads, or Deliveries?

Answer:

No—they can't.

No union can override the needs of our customers or the realities of our business. Routes, loads, and delivery schedules must be managed by the company to meet constantly changing customer demands. That's how we keep business and jobs moving in the right direction.

Even at other Sysco locations with union-represented drivers, management primarily retains control over operations. Don't just take our word for it—read the Management Rights clause in the Sysco Philadelphia union contract.

ARTICLE 2 MANAGEMENT RIGHTS

It is understood and agreed that the management of the plant and the direction of the working forces, including the right to hire, suspend, or discharge for proper cause, and the right to lay off employees is vested exclusively in the Company.

Union recognizes that Employer must operate efficiently and economically if he is to be able to meet risk costs of operation, including rates of pay and working conditions to members of Union. Accordingly, Union agrees that it will cooperate with Employer to the end that its business may be operated efficiently and further agrees that it will not interfere in any way with Employer's right to operate and manage its business, provided, that nothing herein will permit Employer to violate any of the terms and conditions of this Agreement.

Source: CBA between Sysco Philadelphia/IBT 500 (2023-2028), pg. 3

The bottom line:

The union doesn't run the business. We do.

