

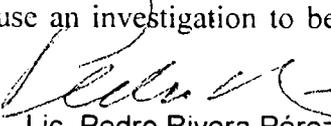
OBJECTIONS

Conduct Affecting the Election and Affecting the Results of the Election (Oct. 30, 2012)

1. Central General de Trabajadores (CGT) promised benefits and better working conditions to the members of U.I.T.I.C.E. should they vote for them as the exclusive collective bargaining representative.
2. Several CGT representatives intervened and spoke to over 40 workers on their way to vote and detained them at entrance of Suiza's facilities and sustained conversations immediately prior to their entering Suiza.
3. It is the U.I.T.I.C.E.'s position that the Board agent in charge of the election Veronica Morales Lleras, failed to maintain a peaceful and respectful environment during the election process allowing CGT representative José Budet, to engage in verbal confrontations with Employer representatives Lic. Manuel Velázquez and Lic. Angel Muñoz Noya.
4. CGT representative and observer Sr. Alejandro Lozada was disrespectful towards Sr. Máximo Vidal who was U.I.T.I.C.E.'s representative during the election process in presence of employees and purposely investigated and provoked a violent incident that could have escalated while the election process had not yet concluded.
5. CGT engaged in a campaign of threats and intimidation which caused among other things, that some employees declined to participate in the elections because they were told "be careful on what you plan to do, you could get into trouble; remember we are in election time". This pattern of intimidation was disseminated among the employees.
6. The eligibility list was notified to U.I.T.I.C.E. on October 25th, five days prior to the election date.
7. It is the opinion of UITICE that there were about 50 or more people who signed the petition filed by CGT that were not employees of Suiza Dairy Corporation. Is our opinion that the petition was submitted with a list of signatures not obtained legally.

By this and other conduct, it was affected the result of the elections held on October 30, 2012. Henceforth, is respectfully requested that the Region cause an investigation to be made of the objections set forth.

November 7, 2012


Lic. Pedro Rivera Pérez

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CHALLENGED BALLOTS

Re: Suiza Dairy Corporation
Case 24-RC-090254

Name of Employee	Challenged By	Reason
Eduardo Vázquez Echevarria	---	---
José J. Sáez Rosa	UITICE	Temporero
Francisco García Jiménez	UITICE	Temporero
Yadiel Torres Santiago	UITICE	Temporero
Jorge De Jesús	UITICE	Temporero
Xavier D. Berríos Rodríguez	UITICE	Temporero
Eliz Heriques Quezada	---	---
Omar E. Osorio Santana	UITICE	Temporero
Ricardo J. Ortiz Dávila	UITICE	Temporero
Rafael Warner Correa	---	---
Wilfredo Ortiz Alicea	UITICE	Temporero

November 7, 2012

/mt


Lic. Pedro Rivera Pérez

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