What's happened since you voted against representation?

A significant majority of CEMEX employees voted against union representation. Following the election, the Union filed objections alleging that CEMEX somehow acted unlawfully during the election process.

MYTH/RUMOR
The Union will be holding a revote or new election.

FACT #1
The Union cannot hold a revote, or a new election, unless the National Labor Relations Board: (a) schedules a hearing to address the Union’s objections; and (b) orders a second election following a lengthy hearing process. Despite what you may have been told, the NLRB still has not even scheduled a hearing to discuss the union’s objections, and CEMEX has inquired repeatedly and urged the Board to move quicker if a hearing is to be held or to certify the will of the majority of the unchallenged votes.

FACT #2
CEMEX’s ability to make changes to any aspect of your employment is extremely limited while the election results are being challenged. CEMEX cannot move forward freely until the results of the election are officially certified, and if we make changes the Union has already demonstrated they will fire MORE ULPs to further delay the process.

So what happens next?

- During the hearing, CEMEX can present witnesses and evidence proving the Teamsters’ allegations are not true.
- If the union’s objections are denied, the results of the election will be certified. CEMEX wins and can move forward without restrictions to ensure that Southern California and Las Vegas Ready-Mix operations are the best they can be.
- If the objections are upheld, CEMEX and the employees could be ordered to go through the entire election process again, causing further delays.

CEMEX will continue to keep all employees informed on this ongoing process. We look forward to putting these procedures behind us and focusing on building a better future together.