

# TEAMSTERS LOCAL 89

Helping people build better lives.



**Spring 2023 General Meeting Photos** 

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# A MESSAGE FROM PRESIDENT THOMPSON

For the past several months Local 89 has been busier than ever before. In addition to the work we do on a normal, day-to-day basis, we've had a number of very high profile actions taking place, all of which you will read more on in this newsletter.

First, there was the unprecedented organizing victory for the ABM Shuttle Drivers who drive our members to and from their work areas at UPS Worldport. Our Local added nearly 200 of these drivers practically overnight by signing a significant majority of them up on union cards, and demanding recognition from the company with the threat of a strike if they did not agree. The company took the smart way out and agreed to recognition, and we're now in the early stages of bargaining a first contract for these workers that will improve their lives.

Just after that came the drivers ULP strike at Sysco Louisville, which lasted only thirteen days before the company caved and gave our members their first ever union contract. I can't speak highly enough about our members at Sysco. They've only been Teamsters for a short time, but they had the courage to strike for what they deserved, and they walked that picket line as if they had been Teamsters forever. They are a powerful and welcome addition to our union family.

Then there is UPS. At Local 89, we have been negotiating over the Louisville Air Rider for UPS Worldport members for months but making very little progress thanks to slow walking and stall tactics from the company. In mid-April, negotiations were scheduled to begin for the UPS National Master Agreement, but General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman publicly announced they would not begin that process because of the games UPS was playing in supplement and rider negotiations across the country. That stance has shaken UPS, and although we still have a long way to go to get the contract our members at UPS Worldport deserve, the company now knows that we have the full backing of Sean, Fred, and the entire IBT.



On the evening of April 8th, 2023 Teamsters Local 89 Sysco Drivers voted by a staggering 98% to ratify a new offer from the company, bringing a thirteen-day strike to a victorious end and establishing their first collective bargaining agreement. At the conclusion of the vote, President Avral Thompson swore in the Sysco Drivers as the newest members of our union.

These workers voted to join Local 89 in 2022 amid concerns about wages, benefits, safety, and a desire to end excruciatingly long and arduous work hours. In early March, drivers rejected a so-called "Last, Best and Final Offer" from the Company because it did not adequately address all those concerns. Drivers began an Unfair Labor Practice Strike thirteen days ago and extended their picket line to a Sysco facility in Los Angeles, California for two days last week. Over the last several days, Sysco began reaching out to Local 89 and International leadership seeking a way to end the strike and bring their drivers back to work.

"I'm just really proud of how all of us stood together for these last two weeks," said Sysco Louisville Driver Michael Bonner. "Sysco told us we'd never be able to do it, but we proved them wrong – now we're Teamsters."

"These guys are new to being union, but they stuck together like they've been Teamsters for years," said Business Agent Trey McCutcheon. "They showed Sysco what they're made of and took the company down a few pegs in the process."



Some of the most significant gains were made in wages and benefits. Delivery Drivers pay will immediately increase by \$4.35, while Shuttle drivers were brought up by \$5.35 to catch them up. Both groups will increase another \$3.50 by the end of the five-year agreement, averaging a staggering 34.5% increase in pay over the life of the contract. Their previous healthcare plan where drivers had to pay 50% of their insurance premiums has now been reduced to just 20% which will result in thousands of dollars in savings for drivers and their families.

In addition to an exhaustive amount of other positive changes to things like sick days, additional equipment, and safety language, perhaps one of the most important



changes lies in staffing. Drivers routinely worked 16-hour shifts, which took a heavy physical and mental toll and often put them behind the wheel when they were dangerously exhausted. As part of the new contract, Sysco Louisville must now hire nine additional delivery drivers and maintain a new minimum staffing number of 96. Any time there are fewer than 96 delivery drivers, Sysco will be required to pay double time for all time worked in excess of thirteen hours per day. This double time penalty will ensure that Sysco Louisville will be hard at work trying to keep their staffing high, which in turn will provide drivers with much needed overtime relief and allow them to spend more time at home with their loved ones.



"It took us about a year to get to this point, but I don't regret a single minute of it," said Sysco Louisville Driver

Cory Browning. "We never gave up fighting, and Local 89 supported us every step of the way. We won a contract that's going to change our lives, and we'll only get stronger from here."

"Sysco Louisville management has bragged for a long time about how proud they were to be 'union free'," said President Avral Thompson. "Well, tonight that ended. These drivers are Teamster members now, and Local 89 will always have their backs."

From President Thompson, Secretary-Treasurer Cooper, and everyone at Teamsters Local 89 – congratulations to Sysco Louisville drivers on your first contract, and welcome to our proud union family!

































Approximately 190 ABM Shuttle Drivers, who transport UPS employees to their job sites at UPS Worldport, have joined Teamsters Local 89 in one of the largest organizing victories in Louisville's modern history.

In addition to being a historic win due to the number of workers involved, it was also achieved in an unprecedented fashion. Forgoing the standard National Labor Relations Board (NLRB) election process, Teamsters Local 89 showed its militant prowess by signing up approximately 70 percent of the shuttle drivers before demanding recognition from ABM management.



"Demanding recognition is difficult because companies are always aggressively against their workers forming a union," said Organizer Bryan Trafford. "But when you have a very militant and powerful union with the overwhelming support of the workers, you can take on that fight."

ABM, a multi-billion-dollar Fortune 500 company, was given time to consider the demand and it was made clear that a strike for recognition was likely imminent should they choose to ignore their employee's desire to become Teamsters. Although ABM initially pushed back, they

ultimately agreed to recognize their workers as Teamsters if a neutral arbitrator determined that Local 89 had majority support. That process was completed late in the evening on Thursday, March 16th with the arbitrator confirming a super majority of drivers had signed Teamsters organizing cards.

"ABM recognized that they were going to get struck if they ignored the will of their workers, and if that happened, they wouldn't be able to provide shuttle service for UPS Worldport," said President Avral Thompson. "So, their management team made the smart choice and agreed to honor their driver's decision to join our union."

Now that ABM has recognized their shuttle drivers as Teamsters, the next steps in the organizing process can begin. In the near future Local 89 will reach out to ABM management to discuss scheduling dates for contract negotiations and will also begin holding meetings for shuttle drivers to formally propose what they want to see in their contract.

"We're excited to have these folks join our Local 89 family," said Secretary-Treasurer Jeff Cooper. "We believe there's a lot we can do for them to make their lives better, and we're going to use every resource we have to get them the contract they deserve."





## By the Numbers

UPS is the largest employer of Teamster members, making up nearly a third of our union. It is also the largest private sector contract in the United States of America, covering over 350,000 workers.

This massive, world spanning corporation is a giant in the shipping industry, and a major competent in the supply chain for our country and many others. The influence UPS has over lawmakers from townships to the halls of Congress cannot be overstated. They are the most powerful opponent any union in North America has.

It is for these reasons that every single company, especially those that employ our members, keep a very close eye on negotiations between the Teamsters and UPS.

Whether you work at a small company with a local agreement or a huge corporation under a national master contract, your boss is keeping tabs on how negotiations at UPS are going. But why are they doing that?

# **The Greater Impact**

As the largest and most publicly visible private sector contract, UPS acts as something of a bellwether for all of Corporate America. What happens in these negotiations won't just determine what the next UPS contract will look like; it will decide how every other employer perceives our union for years to come.

Other employers understand how powerful UPS is. They also know what it means for our union to take on such a corporate titan.

Make no mistake; it is not easy to fight a company as rich and influential at UPS. It takes a massive amount of coordination among Local Unions and rank-and-file members. It takes months, if not years, of painstaking preparations. It takes incredible amounts of knowledge and research. It takes courage, conviction, and nerves of steel from the newest rank-and-file member all the way up to the General President. It takes 350,000 Teamster members with the courage to do whatever it takes to win, up to and including a strike, and it takes leadership with conviction enough to make that call if it becomes necessary.

It is no small feat to go toe-to-toe with a giant like UPS,

and every company in America knows it. But they also know this; if the Teamsters make those preparations and emerge victorious from the fight with UPS, then they should be very nervous.

If our union is willing to go to war with and beat UPS, we will be putting all other companies on notice that the Teamsters are ready to fight, and we're coming for them next.

## The Crossroads

But our fight with UPS will have ramifications far beyond even our union. The Teamsters strike against UPS in 1997 is still talked about to this day as a famous moment in America's labor history. But part of the reason it is so frequently pointed to is the fact that nothing like it has happened since then.

For decades, the American Labor Movement has been declining in silence with only the occasional incident to use as a rallying point. But in the last several years we have seen militancy on the rise. Public support for unions is at the highest it has been in decades. There has been a resurgence in strikes, a sharp uptick in organizing, and a palpable hunger among workers to fight for what they deserve.

All the conditions are lining up for a storm to come, and in the middle of it is the showdown between North America's strongest union, and one of the most powerful corporations in the world.

The American Labor Movement is at a crossroads, and the outcome of our fight with UPS could very well be what decides the direction we are heading in for decades to come. If we fail, all of corporate America will be emboldened to redouble their efforts to destroy unions everywhere. If we succeed, it will prove that nothing can stop the power of workers banding together, and will be a rallying cry for all unions to go on the offensive.

Win or lose, the 2023 UPS contract will have far reaching consequences. This will be one of the most significant moments in modern labor history, and could very well determine whether the pendulum begins to finally swing back in workers favor, or even further towards corporate tyranny.

As General President O'Brien often says, failure is not an option.



## **Teamsters Prepare for War**

The battle lines have been drawn. On one side is a titan of the shipping industry, greedily raking in billions in profit. On the other side are the hard working rank-and-file Teamsters who make those profits possible.

This war between the Teamsters and UPS has been building for years, and it's crucial for us all to be prepared for the battles to come.

Those preparations began in earnest in August 2022, when UPS Teamster Locals across the country participated in a national call to action issued by the International. This was the official kickoff for one of the most important and high-stakes contract fights the American labor movement has ever seen.



"We officially kicked off the campaign for a strong contract on August 1st 2022," said Rob Atkinson, the Teamsters National UPS Contract Campaign Coordinator. "On that day, we launched the new UPS Teamster app and locals all over the country began answering the call to action that we put out at the International. Locals in almost every state in the country held some kind of action in the month of August, including parking lot rallies and leafletting actions. And what

we've seen at every UPS center is a hunger to take on the fight and put this company in its place."

In Boston, General President Sean O'Brien led a rally where more than a thousand UPS Teamsters gathered to launch their contract campaign. In Michigan and Maryland, General Secretary-Treasurer Fred Zuckerman joined UPS members as they performed job actions.

"There isn't going to be a bigger story around labor or the economy this summer than our UPS campaign," said O'Brien. "You know it, our members know it, politicians know it, and the media knows it. We have to continue to turn out and leverage that power to keep the pressure on UPS."

Since the campaign kickoff, rank-and-file Teamsters at UPS facilities in every region of the country have been building a movement to address the members' top bargaining issues and reverse the concessions that were forced on the members in the current agreement.

"Since our official contract campaign kick-off last August, tens of thousands of Teamsters have been rallying around the country to show UPS what we're made of," said Zuckerman. "As we get closer to national negotiations, we can't take our foot off the gas. We have to get even louder, more active, and more relentless to demand what we deserve. UPS isn't just going to give it to us. We need a united front that will take the fight directly to them."

To create and embrace that united front will take a monumental amount of coordination across every region. It will require a tremendous amount of rank-and-file support to build and sustain, and Teamsters across the country are already answering the call.

# **The Central Battleground**

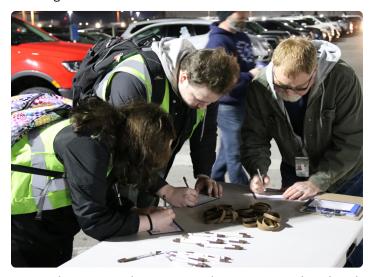
In the Central Region lies one of the most strategically important UPS facilities in existence. UPS Worldport in Louisville, Kentucky is the largest Air Hub in North America, and

the vast majority of air packages are processed through it every day.

The Worldport facility is home to over 10,000 UPS Teamsters who are represented by Local 89. Before it was known as Worldport, this location was the birthplace of the UPS Air operations, and remains it's heart to this day.

The vast majority of workers at Worldport are part-time employees. The sprawling hub covers 5.2 million square feet, with a perimeter of 7.2 miles. Worldport primarily operates across a day and night shift, but there is almost never a time when workers are not present in some form or fashion.

Mobilizing a workforce and location of that size is no small feat, but Local 89 has a dedicated team of rank-and-file activists, stewards, and union staff who are up for the challenge.



In February, Local 89 organized a massive push to hand-bill information at the gates. A major part of that push was Local 89 Futures Committee - a dedicated group of younger members who are passionate about getting the next generation of Teamsters active and involved in their union. Along-side Business Agents, Stewards and other Activists, the Futures Committee has been instrumental in getting members to fill out UPS Contract Pledge Cards, sending a strong signal to the Company that members are united to win a strong contract.

Gilman Bagga, a part-time worker at Worldport and the founder of the Local 89 Futures Committee, knows well how important this contract is. "The members of our union are its power, so we're engaging, educating and organizing the rank-and-file, especially part-timers, so they will be strike ready if that time comes. The 2023 contract represents an inflection point for our union and the entire labor movement. It's up to all of us to be united and beat UPS and remind these corporations of who we really are. We're going to continue to evolve the Teamsters until it's stronger than ever before and work to help our union reach its full potential."



As the rank-and-file members are being educated at the gates, Local 89 is hard at work negotiating the Louisville Air Rider - an agreement covering the Teamsters at UPS Worldport. This Rider was the first ever UPS Air Agreement, and is a vital document due to the sheer size and unique nature of the facility it covers.

Worldport is vastly different from most other UPS facilities, and has many circumstances and situations that are not present anywhere else. Because of this, there are many Worldport specific issues that are not addressed in the National Master Agreement or the Central Region Supplement, and that's where the Louisville Air Rider comes in.



A prime example of this are parking and shuttle issues specific to Worldport due to its geographical size. Every shift, workers must be scanned through a heavily congested guard shack only to then wait on and ride a shuttle to the various buildings on property. It is not uncommon for a worker to spend over an hour of unpaid time on shuttles each and every shift. This leads to hundreds of hours spent each year that workers must endure in order to do their jobs, while not receiving any compensation for it. Unsurprisingly, UPS has refused to address this issue in prior contracts.

But Teamsters today are more energized and ready for war than they have been since the famous strike of 1997. UPS Teamsters across the country are unified and ready to take to the streets if necessary to win what they deserve. And at Local 89, members are determined to leverage that strength to take UPS head on and win long sought victories like shuttle compensation and many others.

## **Building an Army**

It can't be understated how important it is for every UPS Teamster to be involved in this fight. UPS is no minor foe, they are a corporate titan with immense power and influence. If we are going to be victorious and win the best contract possible, it will take the combined efforts of every Local Union and every UPS Teamster.

Member to member, coast to coast, we must be in this together. It doesn't matter if a Local has 10,000 UPS members or only 100. Every member, every package car, every facility, everyone and everything is paramount to the fight.

It doesn't matter if you are a part-time worker or a feeder driver. It doesn't matter if you are air or ground. It doesn't matter if you are inside or outside. It doesn't matter if you have been at UPS for six months, 6 years, or your entire life. Everyone is vital to this fight.

There are over 300,000 UPS Teamsters and to win the contract they all deserve will take the combined efforts of us all.

If you are new to the company, we must all fight for your future. If you are a thirty year senior employee, we must all fight to maintain and improve what you have already won. We cannot rest on our laurels and assume things will turn out well - contracts are not won at the bargaining table, they are won on the shop floor.

The International Brotherhood of Teamsters is taking on this challenge like never before. There has been a massive national push for UPS members to sign Contract Unity Pledge Cards to show the company that our rank-and-file members are united behind their negotiating committees in demanding a fair contract.

The International has also launched the most comprehensive rank-and-file training program in our unions history. UPS Contract Action Team (CAT) trainings are being held at Local Unions across the country to educate and involve members in the fight for a fair contract. One such training was recently held at Local 89 and was attended by nearly a hundred members of our Local, and a contingent of members from our sister Local 651 in Lexington, Kentucky. Members left the training informed, inspired and equipped to handle the typical UPS talking points, and to be able to answer questions their co-workers may have and encourage them to get involved as well.











The more rank-and-file members of the Teamsters there are openly building an army ready for war, the more power they will give our negotiating committees when they need it at the bargaining table. So speak to each other, support your brothers and sisters whether they are part-time or full-time, volunteer to help your Local union spread information. Above all else make, it crystal clear to the Company that we are in this fight together and the Teamsters are coming for what we deserve. August 1st, 2023 is fast approaching and if UPS chooses to test our resolve it will be on us to show them that we cannot be broken.



































































# TEAMSTERS LOCAL 89 ACTIVIST GROUPS

Do you want to be more involved in your union? There are several Local 89 activist groups that you can join to participate in activities, trainings and more. Scan the QR code to the right to learn more about these groups and how you can join one that you are interested in!





The Futures Committee meets on the 2nd Sunday of each month from 6pm - 7pm.

The Futures is a committee for members of Local 89 under the age of 40. Its primary goal is to educate and encourage younger members to be involved in their union. In addition to monthly meetings, there are periodic social activities and direct action union trainings and events.



The Retiree's Chapter meets each Thursday for breakfast, and meets for events throughout the year.

If you are a current Local 89 retiree or will soon retire, we strongly encourage you to join the Local 89 Retiree's Chapter. These brothers and sisters meet for Teamster fellowship and to discuss issues affecting retirees.

Dues for retirees are only \$25 per year and include all meetings and functions. For more information, contact Kim Wolfe.



Louisville - Metro TNBC meets on the 2nd Saturday of each month from 1pm - 2pm.

The Teamsters National Black Caucus (TNBC) is an organization of black Teamster men and women, who are united by their special concerns for rights and conditions of workers. Working within the framework of the International Brotherhood of Teamsters Constitution, the TNBC seeks to address pressing issues confronting black workers ranging from increased participation to outreach to the African-American community and other communities of color.

# GENERAL MEMBERSHIP MEETINGS

Each quarter Teamsters Local 89 holds a General Membership Meeting to directly update our members about what is happening in our union. These meetings are held at 7:30 pm at the Teamsters Local 89 Union Hall in Louisville, Kentucky.

The schedule for the next four General Membership Meetings are as follows:

Summer 2023 - Friday, June 9th Fall 2023 - Friday, September 8th

Winter 2023 - Friday, December 8th

Spring 2024 - Friday, March 8th



Date: Saturday June 17th, 2023

**Registration: 7:00 AM** 

**Shotgun start: 7:30 AM** 

**Place: Iroquois Golf Course** 

Food and drinks are provided during the event!

Prizes for 1st, 2nd and 3rd place!

# 2023 Paul Priddy Memorial Golf Scramble

Saturday June 17th, 2023

REGISTRATION: 7:00 AM, SHOTGUN START: 7:30 AM

COST: \$75.00 PERSON / \$300.00 TEAM

TO PARTICIPATE PLEASE COMPLETE & MAIL THE FORM BELOW

**LIMITED TO FIRST 30 TEAMS** 

I would like to participate in the 2023 Golf Scramble Members Company:
A:
B:
C:
D:

Return this completed entry form and fee to **Janice Argo** at the union hall.

Teamsters Local 89 3813 Taylor Blvd. Louisville, KY 40215

#### MAKE CHECKS PAYABLE TO:

TEAMSTERS LOCAL 89 2023 GOLF SCRAMBLE

Date: Saturday, September 30, 2023

Place: Rough River Lake - Northfolk Ramp Time: 7:30 A.M. <u>Eastern Time</u> or Safe Light

\*Please note that any Teamster who would like to fish in this tournament and does not have a boat or partner, please call Jim Burton at (812) 866-4303.

Entry Fee: \$50.00 per team, plus (optional) \$10.00 Big Bass Fee | Deadline: Friday, September 22, 2023 | No Late Entries

#### **CASH ONLY AFTER September 22, 2023**

#### Rules & Regulations:

- 1. Pay back will be one position based on every 8 boats. 100% less expenses.
- 2. One person of each team must be a union member or working member of this tournament.
- 3. Safety: Each contestant shall wear a coastguard approved life preserver when gas motor is running.
- 4. **Sportsmanship:** All contestants must show courtesy of fellow contestants. No fishing within 50 yards of another contestant's boat or 100 yards of the launching pad.
- 5. **Scoring:** Only large mouth, small mouth and Kentucky bass will be weighed. Limit shall be 10 fish per team. All bass must be 15 inches or more in length (including small mouth). No dead fish will be weighed. Each fisherman will be allowed 1 slot fish over 12 inches and under 15 inches
- 6. Lake will be off limits after 5:00 P.M. on Friday, September 29, 2023.
- 7. Take off positions will be in order of entries received. There will be no refunds once entries are received.
- 8. All live-wells must be aerated and operable.
- 9. Live-wells will be checked on the ramp starting at 5:00 A.M. on Saturday, September 30, 2023.
- 10. Pre-tournament meeting will be held on the water at 7 A.M.
- 11. **Weigh-in:** There will be no grace period. Any team violating these rules, laws or Kentucky boating and fishing rules will be disqualified. Weigh-in will be at 3:30 P.M.
- 12. Tie: In case of a tie, the two positions will be divided equally.
- 13. **Big Bass:** (Optional) \$10.00 per team. 100% payback may be paid with entry fee.
- 14. **Protest:** Interpretation of these rules shall be left exclusively to the tournament director and shall be final in all matters. Protest must be filed within 15 minutes after weigh-in of any contestant.
- 15. No live bait. Artificial bait only. No trolling.
- 16. **Liability release:** In signing this agreement, I hereby release Teamsters Local 89, its officers, agents, employees and members from any and all damage, claims demands, costs or expenses related to injury of any persons or damage to any property which I may sustain or which I may cause by reason of participating in or in connection with this tournament.
- 17. If the department of natural resources (NNR) issues any member of your team a citation, this is automatic disqualification from the big bass and the team bass tournament.
- 18. All boats putting in at this tournament will have to pay a \$3.00 launch fee at the ramp unless you have a Kentucky state launch annual pass. This fee is payable at the ramp.

Mail entry form & \$50.00 entry fee plus (optional) \$10.00 Big Bass fee to: Teamsters Local Union #89 Attn: James Burton 3813 Taylor Blvd, Louisville, KY 40215

Make checks payable to: James Burton Teamsters Tournament Director Entry must be received by Friday, September 22, 2023

Union Member's Name & Local #:	
Phone #: ( )	Last 4 of SSN:
Member's Company:	
Partner's Name:	

# 2023 Teamsters Local 89 Scholarship Application

HIGH SCHOOL SENIORS ONLY

Do not apply until your last year of high school. Applicant must complete <u>ALL</u> fields to qualify.

2. Name:	irst Middle Initial	3. Date of Birth:	
4. Address:Street	City	State	Zip
	6. Email Address:		*
7. Gender: Male ( ) Female ( ) 8	3. Social Security Number:		
	SCHOOL INFORMATION —		
9. Name & Address of High School:			
10. Expected Date of High School Grad	uation:		
11. What College do you plan to attend	?		
12. Have you applied? Yes ( ) No (	) 13. Have you been accepted? Yes (	) No ( )	
	FAMILY INFORMATION		
13. Full Name of Teamster Parent:			
16. Relationship of Teamster Parent to			
Father (	) Mother ( ) Other (Please Specify)		
Teamster Member Signature:		Date:	

**DEADLINE: May 31, 2023** 

OR

**Teamsters Local 89** 

ATTENTION: 2023 SCHOLARSHIP FUND

3813 Taylor Blvd., Louisville, KY 40215

Applications for Local 89 scholarships for sons and daughters of ACTIVE members of the local union are now being accepted. Five scholarships will be awarded to male students and five scholarships will be awarded to female students. Each scholarship is for the sum of \$1,000. The parent or legal guardian of the award winners must have paid dues and worked in the jurisdiction of Local 89 for a minimum of 12 consecutive months to qualify as an active member. In the event a student winner does not attend college within three normal school years, the student shall forfeit all claim to the scholarship. The scholarship can only be used for furthering the student's education. If the student does not continue his/her schooling after enrollment, all unused monies will be returned to Local 89. This scholarship may only be received one time. Students who win a scholarship will be ineligible for all future Local 89 scholarships.

scholarship@teamsters89.com

**Subject line: 2023 SCHOLARSHIP FUND** 



International Brotherhood of Teamsters Local Union No. 89 3813 Taylor Boulevard Louisville, Kentucky 40215

Scan the QR code above and follow us online for up-to-date information about your Local Union!



DO YOU KNOW SOMEONE WHO WANTS A UNION IN THEIR WORKPLACE?

CONTACT OUR ORGANIZING DEPARTMENT AT

ORGANIZE@TEAMSTERS89.COM



Summer General Membership Meeting June 9, 2023 @ 7:30 PM Teamsters Local 89 Union Hall 3813 Taylor Boulevard Louisville, Kentucky 40215