



# 89 TEAMSTER

[www.teamsters89.com](http://www.teamsters89.com)

[teamsters89@aol.com](mailto:teamsters89@aol.com)

**18,000 Hardworking Men & Women joined together in Kentucky & So. Indiana**

## UPS NEGOTIATIONS GEARING UP

UPS Louisville Air Rider negotiations have begun. The committee is composed of 16 stewards and shop-floor leaders representing multiple job classifications and areas throughout the Louisville Air operation. To reflect the needs of both part-time and full-time workers, President and Chief Negotiator Fred Zuckerman asked for the full input of the membership, stewards and UPS business agents in selecting the committee.

Contract proposals were gathered through a series of meetings last summer open to all Air District Teamsters. The numerous member-submitted proposals ranged from changes and additions to economic language, such as wages and benefits, to workplace issues such as seniority and safety.

### **The Negotiating Committee includes:**

President Fred Zuckerman, Secretary-Treasurer John Bolton, Trustee Paul McIntosh, Brian Hamm, Craig Burns, Vinny Rivera, Frank Habich, Rob Martin, Adam Harris, Stephen Piercey, Janelle Miller, Joe Sexson, Tom Gordon, Daniel Hilton, Ed Sagaser, William Mack, Don Cummings, Jim Whitaker, Rich Leshner, Stacey Windhorst, Dan Karrer, and Jay Den- nis.

### **UPS AIR SUPPLEMENT CONTRACT UPDATES**

To Stay informed and updated on UPS Air Supplement Negotiations please visit:

**Register and visit [www.teamsters89.com](http://www.teamsters89.com)**

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# President's *REPORT*

By: Fred Zuckerman



## HISTORIC JEFFBOAT AND TRANSERVICE CONTRACTS

### JEFFBOAT

On December 23, 2012 the membership at Jeffboat ratified a new five year agreement which includes improvements to wages, working conditions, holiday pay, bonuses, health benefits and retirement.

The committee has worked tirelessly to deliver an agreement for their Teamster brothers and sisters. Please thank them for all their work and dedication to improving the livelihoods of their fellow Teamsters and their families.

**Thanks to all Jeffboat members for their hard-work and solidarity!**

#### Jeffboat Negotiating Committee:

*Jeff Cooper-Chair*

*Jim Kincaid-Co-Chair*

*Ronnie Waiz-Chief Steward*

*Gabriel Resendiz-Translator*

*Stewart Bennet-Steel Fitters, Joe Werblo-Welders, Ethan Moffett-Maintenance*

*Wes Koch-Plate Shop, Terry Boone-Crane/Rigging, Rick Bostock-Machine Shop/Fleet and Dock, Jim Pope-Transportation/Warehouse, Kevin Tanner-Paint*

*Department, Tim Cowley-Pipe Department,*

*Jay Dennis-Communications Director*

### TRANSERVICE

Also on December 23, 2012 the membership at Transervice ratified a new six-year agreement which includes improvements to wages, working conditions, health benefits and retirement.

I am so proud of our negotiating committee. They worked long and hard to negotiate this agreement for the drivers and mechanics at Transervice. This new agreement has improvements across the board. With the economy at a standstill and economic conditions barely improving for businesses, we knew we would have to fight for everything. That is exactly what we did.

Congratulations to the members at Transervice on your new contract. Local 89 supports your efforts in the workplace and will continue to fight for you.

#### Transervice Negotiating Committee:

*Fred Zuckerman - Chair*

*Ken Lauersdorf - Co-Chair*

*Rick Curtis - Co-Chair*

*John Kestler, Bill Whitaker, Jimmy Bell, Tim Jantzen Eugene Presnell,*

*Shannon Raymer and Mathew Allen.*



**Fred Zuckerman**  
*President*

**Colvin "John" Bolton**  
*Secretary Treasurer*

**Avral Thompson**  
*Vice President*

**Ben Bramble**  
*Recording Secretary*

**Ken Lauersdorf**  
*Trustee*

**Paul McIntosh**  
*Trustee*

**Jeff Cooper**  
*Trustee*

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*Chris Carter*

*James Deweese*

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*Jim Kincaid*

*Robert Colone*

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*Kevin Oliva*

#### **Carhaul**

*Avral Thompson*

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*Ben Bramble*

*Aubrey Cheatham*

*Rick Curtis*

*Ken Lauersdorf*

*Roy Reynolds*

#### **Bowling Green**

*Chris Alford*

#### **Organizing**

*Kevin Evans*



# Local 89 Legal Report

By: Robert Colone, Local 89 General Counsel and Assistant to the President

## FACEBOOK/TWITTER—AN EMERGING AREA FOR DISCIPLINE

Arbitrators have often decided grievances involving allegations of Internet misuse and abuse by employees. With the explosion of social media sites on the Internet and employee use of that media increasing within the workplace, it has become an increasing area of employee discipline. Arbitrators are now taxed with the burden of determining what constitutes appropriate and inappropriate use of these social media accounts.

Just a few statistics to give you an idea of the immensity of the use and the potential it creates for problems in the workplace. Facebook, new to users in February 2004, now has 901 million monthly users who spend nearly 8 hours per month on *Facebook*. *Twitter*, created in March 2006 has 140 million active users who send 340 million tweets every day. *LinkedIn*, officially launched in May 2003, has 175 million members with more than 70 million located in the United States and now is the world's largest professional network. *YouTube* users upload 72 hours, that's three full days, of video every minute. *Google Plus* experienced a 55% increase in traffic last year and was the fastest social network to reach 10 million users (which only took 16 days). *Pinterest* is now the third most popular social network and the average time spent at this site is 14.2 minutes per day.

In one day, on the Internet, enough information is consumed to fill 168 million DVDs; 2 million blog posts are written; 250 million photos are uploaded; 22 million hours of TV and movies are watched on *Netflix*, more than 35 million apps are downloaded, and more *iPhones* are sold than people are born. If use of these sites while at work is anything similar to the reported use of Facebook while at work – an estimated 77 percent of employees are accessing

employer-owned computers or their own personal devices while at work.

Employees should note, as they did with the use of e-mails, that they may have no "reasonable expectation of privacy" on Facebook (and Twitter) even if they use special privacy settings. Several recent court decisions have concluded that communications via Facebook are not private but are, instead, instantaneous, interactive, far-reaching and accessible. There has also been a general finding that Facebook communications have a greater potential to damage the reputations of individuals and corporations. Further, arbitration decisions tend to suggest employees should be cautious not only with respect to their privacy settings but as to whom they accept as "friends". If "friends" include co-workers, supervisors or the boss, no "privacy setting" will protect that employee from being disciplined or fired for posting a work-related communication which was interpreted as offensive. Each of these decisions reflects the fact that arbitrators have consistently concluded, as have the courts, that posts on Facebook or other media relying upon the Internet are no longer private communications and have upheld management's right to discipline an employee for off-duty misconduct finding there is a sufficient nexus or connection to the workplace. In these cases, just as with most off-duty misconduct cases, the arbitrators stressed that employees will be held accountable to their employers in situations where their off-duty conduct harms the employer's reputation or products; prevents the employee from performing his or her duties satisfactorily; makes other employees refuse, or become reluctant or unable to work with that employee, or upsets the efficiency of the employer's operation.

**In a nutshell, "BE CAREFUL WHAT YOU POST!" It could cost you your job.**



# Local 89 Division Reports



**Colvin "John" Bolton**  
Secretary-Treasurer  
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## Recent Dues Changes

Due to an Audit performed by the International, the structure by which Local Union dues are calculated was changed for Local 89 to be in compliance with the Constitution of the International Brotherhood of Teamsters. Local 89 requested exemptions, however, we were ordered to implement the changes. Please see the paragraph below from the letter received regarding the audit review:

***"The Auditor noted that the Local was not in compliance with the dues structure as contained in Article X, Section 3 (d) of the International Constitution. The Auditor gave instructions regarding the dues structure which included, but were not limited to, calculating membership dues for members compensated on a commission basis, averaging hourly earnings rates for dues calculation purposes, and being in compliance with the dues calculation process required by Article X, Section 3 (d)."***

## International Constitution Article X Section 3 (d)

*(All future dues adjustments shall be calculated based upon the member's hourly earnings rate, flight pay at base rate, or monthly guaranteed salary. The dues rate shall be adjusted in order to maintain a minimum dues rate based upon the formulas set forth above. Dues shall be adjusted whenever an increase in hourly earnings, flight pay at base rate, or monthly guaranteed salary is provided in a collective bargaining agreement, to become effective the first day of the second calendar month following the month in which the increase is implemented. If a contractual wage increase is not implemented on the date provided in the collective bargaining agreement but is subsequently implemented on a retroactive basis, any resulting dues increases shall be implemented as provided above, but shall be effective for the month originally due. The monthly dues of salaried officers, Business Agents, and organizers employed by the Local Union on a full-time basis, shall be equal to the highest rate of dues paid by any member of the Local Union.)*

## UNION MEMBERSHIP: THE ONLY WAY TO GO!

Most collective bargaining agreements include a Union Security Clause which provides that as an employee you are required by law to either join the Local Union as a Full Member or you may choose to be a Non-Member Financial Core Fee Payer. As most of you already know, "full" membership status entitles you to ALL of the rights and privileges designated in the International Brotherhood of Teamsters Constitution and the Local Union By-Laws. But, some of you may not be aware that Local Unions have another "membership" status which is imposed by law. That status is called "Non-Member Financial Core fee payers status". The name "financial core" was derived from a U.S. Supreme Court case. The case established that in a non-right-to-work state, a union with a collective bargaining agreement containing a Union Security Clause must afford employees the right to belong to the bargaining unit but not pay the full membership dues in the event that the employee does not want to be a full-fledged member. You may be asking yourself: what is the difference between a full member and a non-member? Well, the difference is significant and has a substantial impact on your rights and privileges as a union member.

## FULL MEMBERSHIP:

Generally, full members are strong supporters of the Teamsters Union and appreciate the opportunities and benefits that come along with union membership. Full members pay monthly dues based on a calculation of the member's hourly wage. The Union dues are collected monthly in an effort to assist with union expenses. These expenses include the cost to run the union; representation of each and every member; and providing certain other member benefits and privileges. Some examples of full member benefits would be:

- 1) the right to vote your conscience on acceptance or rejection of proposed contracts that set wages, benefits, and working conditions;
- 2) the right to fully participate with your fellow employees in the develop-

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**Brian Hamm**  
UPS AIR DISTRICT  
bhamm@teamsters89.com

I would like to thank all the Stewards who helped this year. It is a tough job, as they are the first person to deal with problems in the Air District. Please recognize your Steward for the work they have done to help the membership this year.

Local negotiations have begun. Please see your steward or business Agent for information and updates. YOUR involvement is crucial for a good contract.

Please remember to check your hitch and dollies. Follow all your procedures so that you do not have a runaway. Runaways are automatic termination under the contract, so follow your procedures every time.

All part time employees should call 1-800-UPS-1508, as soon as you go out on disability. If not done within 30 days of the initial date of absence, Aetna will deny the claim. Please don't let this happen to you.

No UPS employee should handle an over 70 by themselves. No employee should handle any package over 150 lbs. even with help. Per Article 44 Section 3 of the National Master Agreement, Union employees are not to handle packages over 150, "unless such package can be reasonably broken down into packages which do not exceed 70 lbs." If you discover one in the system, don't pick it up, notify management. Cartage employees should not manually handle these packages. Forklifts or other lifting devices should be used instead.

It is the employee's responsibility to check for postings for double shifting (extra work). It is also the employee's responsibility to check the "make lists". If you signed up and your name does not appear, call the number on the list so that it can be corrected.



**Craig Burns**  
UPS AIR DISTRICT  
craigburns@teamsters89.com

In the third quarter of 2011 the 1DA employees in Wing E began complaining that the casters in their building were breaking down. For those who haven't been in a wing at UPS, casters are wheels built into the floor that allow employees to pull air containers filled with packages to and from planes. Wing E had barely been open a year when the casters began to break down to the point where cans felt as if they weighed twice as much. The company took the stance that there was nothing wrong with the casters despite the fact that the employees were struggling and in some cases getting injured.

After months of disagreements between the company and the union, UPS finally admitted that the casters they had installed in Wing E were a cheaper version of the ones in Wing's A, B and C, were now clearly faulty and would have to be replaced. They also admitted that the flaw had been identified and would have to be corrected. They also admitted that the casters they had put in Wing D were of the same design and now that the flaw had been identified and those would have to be changed out as well.

As of September 2012 the company has replaced 18,833 casters in Wing E and 14,679 casters in Wing D. The cost alone has so far totaled roughly 250,000 dollars. The replacements will continue throughout 2013 and could cost as much as a million dollars before that project is completed. This was a major safety win for the union employees of Wing E and Wing D on all shifts.

I would like to thank the Wing E 1DA steward Stephen Piercey, and CHSP Co-Chair Chasity Tooley for their hard work in pushing to make this happen.



# Local 89 Division Reports



**Paul McIntosh**

Trustee

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**Chris Carter**

UPS

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**James DeWeese**

UPS

DeWeese@ibt89.com

## Dignity & Respect

Article 37 Section 1 (a) of the National Master Agreement gives us a contractual right to be treated with Dignity & Respect at all times. In no way should your boss ever intimidate, harass, coerce or overly supervise you in the performance of your duties. If you encounter any of this degrading or threatening behavior please remain calm and alert your steward to file a grievance. This type of behavior should not be tolerated.

*"(a) The parties agree that the principle of a fair day's work for a fair day's pay shall be observed at all times and employees shall perform their duties in a manner that best represents the Employer's interest. The Employer shall not in any way intimidate, harass, coerce or overly supervise any employee in the performance of his or her duties. The Employer will treat employees with dignity and respect at all times, which shall include, but not be limited to, giving due consideration to the age and physical condition of the employee. Employees will also treat each other as well as the Employer with dignity and respect."*

## Solidarity

More often than not, unions are portrayed in a very negative light by the corporate owned media. A union is not a business or a service. In fact, a union is nothing more than 2 or more people standing together to advance their wages, benefits and working conditions. To move our union forward we all must stand together and treat each other with dignity, respect and view each other as sisters and brothers. This is solidarity



**Aubrey Cheatham**

Misc. Agent &  
Political Coordinator

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I would like to wish all of my members a Happy New Year.

A special thanks to the stewards who have worked hard throughout the year on the members behalf. I look forward to working with you in

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At the October Kentucky State Panel, a mechanic who was unjustly terminated for sexual harassment was returned to work with full back pay. Thanks to Agent Brian Hamm and Steward Ron Weilage for their hard work in this team effort.

A feeder driver was taken out of service for a minor accident was reinstated with three days back pay and no discipline issued.

Paul Luy, a part-timer with a serious medical condition who was denied benefits received backpay and all vacation owed.



I would like to remind our members, if you are hurt at work, although the company has the right to have you examined by their doctor, you have the right to be treated by your doctor.

I have listened to many horror stories where employees who have been treated by the company doctor were returned to work with broken bones, pinched nerves and bulging disc. Many were required to attend physical therapy which aggravated their injury. Please tell your co-workers about this right.

I have a grievance form on file with the Kentucky Board of Medical Licensure. In January, I will be attending a hearing in Frankfort. I look forward to giving the board my thoughts.

As another year has come to an end, I would like to thank all our Stewards for their dedication and commitment to making sure our members are treated fairly.

With the beginning of a new year, I look back and think of how Labor Unions have been under attack this year more than ever before. One only has to look at Wisconsin and Indiana to remember just how much big business does not want Unions in their companies.

I hope in the coming years American workers realize, more than ever, we need Unions. Company profits and worker production are at an all-time high. The American worker should share in these profits. Belonging to a Union allows you a voice in your work place without fear of retaliation. It allows you to negotiate for some of the profits the company enjoys because of your hard work. It also allows you to negotiate work place rules. I could not imagine working for a company like UPS without a Teamster contract. I don't believe for one minute UPS employee's benefits and wages would be anywhere near where they are without our Teamster contract. In this New Year, I encourage all Union members to speak loudly about the benefits you enjoy by belonging to this great Union. We the members are the Union.

## Stewards

I want to thank all the stewards for their work over the past year. The members have counted on your leadership in resolving work place issues. I know the problems I have encountered over the year; I imagine that I have only heard of half the problems because many are resolved by the steward before they get to the business agent. I ask all members to take the time to thank your Stewards for their dedication to the Union membership. I again thank you for your tireless efforts in dealing with work place issues on behalf of all Teamster members.

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[www.facebook.com/teamsters89](http://www.facebook.com/teamsters89)



# Local 89 Division Reports



## Organizing Report

By: Kevin Evans

skevans@teamsters89.com

### Atlantic Aviation:

Our new members at Atlantic Aviation ratified their first contract unanimously on January 13th. Thanks to the negotiating committeemen Jeff Troutman and Johnny Hikes, along with Bobby Reed for all of their help.

"We addressed many of the issues we had when we organized as seniority will be recognized and we were able to secure fair wage increases over the next 3 years" said Jeff. "We are happy to be Teamsters and will no longer be an at-will employee" said Johnny.

The employees at Atlantic fuel and assist all charter planes at SDF along with fueling all commercial planes. Along with our UPS fuelers, if a plane is getting fuel at SDF it will be done by a Teamster.

### UPS Freight & UPS Cartage Services:

I attended the two man committee meetings in October and November for UPS Freight and CSI as well as JAC meetings in Chicago. The National Negotiation Committee has our proposals and have meetings scheduled with UPS through March 31st.

Thanks to all of the stewards and those who attended our proposal meeting. Good contracts begin with unity and strength within the membership we all expect a good fair contract to vote on in early 2013.

### Rush Trucking:

After winning the organizing campaign our new members are preparing to vote a tentative agreement at press time. Negotiations led to substantial wage increases, seniority rights and addressed working conditions.

### Harrahs/Horseshoe

Negotiations are tentatively scheduled for February 12th & 13th to discuss economic proposals. I would like to thank all the stewards for their hard work.



## Congratulations

on your new additions to the family:



**Anthony Bell, UPS**  
*Baby Boy*

**Steve Goldsmith, Transervice**  
*Baby Boy*

**Dale Crigger, UPS**  
*Baby Girl*

**Patrick Bussey, Ryder**  
*Baby Girl*

**Matthew Saylor, Zenith**  
*Baby Boy*

**Howard Shaw, UPS**  
*Baby Boy*

## Congratulations to our newest retirees

### Allied Ready Mix

**Thomas Gilbert**

### Transervice

**Joseph Wolz**

### Auto Handling

**Frank Lehman**

### USF Holland

**Pam Burgin**

### Jack Cooper

**Alan Cobb**

**John Saar**

**Hansel Hobb**

## IN MEMORIAM

*Our Thoughts & Prayers go out to the families of the Members and Retirees who have recently passed*

### **Jerry Shaw, retiree**

**Local 89**

Roger Boone, retiree  
**UPS**

Charles Irvin, retiree  
**American Freight**

Billy Christian, retiree  
**OK Trucking**

Brenda Judd, retiree  
**Stone Container**

June Clark, retiree  
**IMI**

Billy Mattingly Sr., retiree  
**Smith Transfer**

Jack Cook, retiree  
**Jeffboat**

Elmer Rogers, retiree  
**National Bed Furniture**

William Crum, retiree  
**Kentucky Metals**

Marron Smith, retiree  
**Rainbo Bakery**

Thomas Falconbury, retiree  
**LCL Bulk Trans.**

Abriel Willard, retiree  
**Smith Transfer**

Daniel Garrett  
**PPG**

Jack Graviss, retiree  
**Fisher Packing**

Dennis Willard  
**Holland**

Glenna Hollon, retiree  
**Morgan Foods**

## WITHDRAWAL CARD REQUEST

Enclose 50¢ check, money order or coin

Mail to: Teamsters Local 89  
3813 Taylor Boulevard  
Louisville, Kentucky 40215

Name \_\_\_\_\_

Social Security Number \_\_\_\_\_

Phone Number ( ) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Company \_\_\_\_\_

My Last Day of Work \_\_\_\_\_

Reason for Requesting Withdrawal Card (quit, laid off, terminated, etc) \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_





# Local 89 Division Reports

(Continued from Page 5, Aubrey Cheatham)

2013.

On November 6th, Teamsters and working families across the nation turned out in large numbers to make their voices heard by voting for labor friendly candidates. We were able to maintain labor friendly majority in the KY State House of Representatives which will help us fight off right-to-work (for less) laws.

In Indiana we were able to pick up a US Senate seat which had been held by Senator Lugar for years thanks, in large part, to all the Teamsters and families who got out and voted. I would also like to recognize the hard-work of James Deweese, Jay Dennis, Bill Miller, Rick Stevens and Retiree Charlie Corders who went out door-to-door in Indiana and Kentucky, as well as made calls to get the message out. Once again thanks to you all and let's continue to fight against the War On Workers!



**Ben Bramble**

Recording Secretary

benbramble@teamsters89.com

## American Greetings

Recently we had a sixteen-year employee discharged. Thanks to the hard-work of the third shift steward Wendy Lawson he was reinstated.

## AVI Vending Service

Due to the hard work of Steward Adam Killion we were able to get a discharged employee reinstated with full back pay. Thanks for all your hard work Adam.

## Prescottech

Negotiations are currently underway with Prescottech industries. At the time this newsletter was sent to press a tentative agreement had not yet been reached. The current collective bargaining agreement expires on January 31, 2013. I will keep you updated on the outcome in future newsletters and also on Local 89's website.



**Roy Reynolds**

Misc. Agent

rreynolds@teamsters89.com

I would like to thank union steward Curtis Manion for his help on contract negotiations with Kellogg's. There was a

three year agreement with increases in wages and pension and we maintain Central States Insurance with no cost to the members. The contract was ratified by a large margin. I would like to thank union steward Butch Foster and Committeeman Bruce Trenaman for their help on the Mondelez (Kraft) contract negotiations. This was a three year contract with increases in wages and pension. The contract was also ratified by a large margin. I want to thank all of my stewards for their hard work this year and I hope everyone had a very happy and safe holiday.



**Kevin Oliva**

Freight Agent

koliva@teamsters89.com

## ABF Two Man Meeting

Local 89 President Fred Zuckerman and I, along with leaders from about 160 Teamster Locals, met on November 29th in Kansas City, Missouri and unanimously approved the union's initial contract proposal that will be exchanged with ABF on December 18 when negotiations begin.

Central Region Freight Director Gordan Sweeton reported the local unions and members were instrumental in providing the ABF Negotiating Committee for the Teamsters. Input was given through surveys that were sent back to collectively gather a decent wage and benefit proposals. Sweeton also reported the members will be kept up to date as negotiations progress.



**Jim Kincaid**

Construction Agent

ajkincaid@teamsters89.com

## JEFFBOAT:

We recently ratified Jeffboat's CBA on December 23, 2013. The contract was voted in 411- 43 with significant wage increases and a \$1250.00 ratification bonus given out on January 11, 2013. There are also three additional \$500.00 bo-

nuses for each of the next three years. A \$250.00 bonus in the final year of the contract is also included. The health care plan will remain a 90/10 plan with dental and vision as before. There were several language modifications such as starting time changes that were very beneficial to the members along with temporary transfer language in regards to pay upgrades. There were many more benefits that were gained in this contract to the members as well that have not been mentioned. Read your Contract Proposal offer to see them or ask Chief Steward Ronnie Waiz or myself to provide a copy. I would like to thank the 2013 Collective Bargaining Committee for the great job they did. They are Ronnie Waiz (Chief Steward) Gabriel Resendiz (translator), Stewart Bennett (Steel Fitters), Joe Werblo (Welders), Ethan Moffet (Maintenance), Wes Koch (Plate Shop), Terry Boone (Crane and Rigging), Rick Bostock (Machine Shop), Jim Pope (Transportation/Warehouse), Kevin Tanner (Paint Dept.) and Tim Cowley (Pipe Dept.) I would also like to thank Stu Board and Jeanie Slone for helping counting the ballots. I appreciate everyone that came out and voted on the 23rd. Let's have a safe and happy 2013 let's look out for each other and make sure that everyone goes home safe!

## ABC Supply:

I would like to thank Robert Osbourne and Richard Stewart for all the hard work that they do. I also would like to thank the members there for their hard work!

## Advance Ready Mix

Russ Brooksbank helped me in getting a member returned to work at Advance back in October in which. I appreciate his hard work! I also want to thank Steward Mark Owens for his efforts in keeping things straight. I really appreciate you guys' hard work!

## Hoosier Precast

Hoosier Precast is on a contract extension until the company owner and Union are able to meet. I appreciate Steward Eugene Gates for keeping the members informed as we go through the extensions. You're doing a good job! Keep up the good work!



**Ken Lauersdorf**

Trustee

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On December 23, 2012 the membership at Transervice overwhelmingly accepted a new six year collective bargaining agreement in a vote of 126-2.

The agreement maintained current healthcare and improvements in pension, all of which is paid entirely by the company with wage increases and language improvements including no layoffs of current employees on the seniority list with a seniority date prior to January 29, 2013 during the entire six year term of the contract.

The company will replace drivers 1 to 1 as they retire, quit or are discharged from the casual board.

I would like to thank the hardworking negotiating committee for all their efforts during the negotiations. Finally I would like to thank all the membership for coming out on a Holiday weekend to vote their new contract.



**Rick Curtis**

Misc. Agent

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## Zenith Logistics

Contract negotiations with Zenith Logistics concluded on January 8, 2013 when a tentative agreement was reached. The contract was voted on January 13, 2013 and ratified by a vote total of 222 "Yes" and 17 "No". The contract maintained Central States Healthcare and Pension with the weekly premiums paid entirely by the Company. Retiree Healthcare, which is the same coverage as active employees, was maintained with premiums paid by the Company. Wage increases totaled \$3.01 over the six year term of the agreement. I would like to thank the committee for their effort and input on this agreement. Jim Beam, Woody Parker, Greg Zirnheld, Kenny Offutt, Mike Pasley, Ed Lashley, and Wes Odle did a great job of not only bargaining a top notch economic agreement but also assisted in numerous language changes which will be beneficial to the membership.

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# Local 89 Division Reports



**Avral Thompson**

Vice-President

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Another year flew by; as you are all aware it was a busy year in the Carhaul Section. The auto industry is rebounding which has created many jobs for Local 89 members. However, along with that, comes issues. We have had several cases filed under Article 5 this year. I ask you to take a little time to read the contract specifically Article 5. In the years prior to this language being added to the contract, when a company came to your location you were stripped of your seniority and the companies had the right to bring employees from other locations into your boards. Article 5 language gives you security though it does affect you negatively from time to time when traffic is added to an existing board and members are allowed to follow work to your job. However, in the overall scheme of things, it works. Every location Local 89 represents has benefited by Article 5 protection.



**Chris Alford**

Bowling Green Agent

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## Fort Dearborn

I would like to thank the negotiating team for their efforts and endless hours put in on the recent negotiations: Daniel Cartmill, Johnnie Howard, Mike Colburn, and Kirk Grinstead. We were able to establish the Central States Health care package in the newly ratified Collective Bargaining Agreement. As we have worked through a few issues with the new insurance package the membership at Fort Dearborn is overwhelmingly happy to be a part of the Central States family.

## Spirit Services

We have recently ratified an agreement with the Spirit Service Company at the Bowling Green and Louisville locations. It was a difficult negotiating process and I would like to commend all of the members of Spirit Services for standing up to the company on some vital issues in this past negotiations. Special thanks must go out to Stewards Lee Crowe and Mike Richards along with Business Agent Ben Bramble for all their hard work throughout these negotiations.



**Jeff Cooper**

Trustee

## Southern Standard Carton

We are getting back to the table for negotiation with Southern Standard Carton. Things have been held up by the devastating hurricane Sandy that hit the east coast a few months back. I will update you on the progress in the next newsletter.

## IMI Lawrenceburg Harrodsburg

The drivers at the Lawrenceburg and Harrodsburg plants have unanimously ratified a new three-year agreement which maintains their health care plan (with no increases to the employees), an increase in the shoe allowance, more protection in disciplinary matters for chargeable accidents and an increase in wages in the third year of the agreement. I want to thank Stewards Charlie Gipson and Conley Kays for their help in these negotiations.

## IMI Madison Salem Scottsburg

We are getting ready to start negotiations with Madison Salem and Scottsburg plants. With the help of the committee members Dave Long, Chad Wingler and Ronnie Raichel I am confident that we will reach an agreement that is fair.

## IMI New Albany

Negotiations with IMI New Albany, Indiana have gotten off to a rocky start. With the new "right to work" law that went into effect in Indiana this year the company has proposed to abolish the Union Security article in the Contract instead of modifying the language to bring us in compliance with State Law. Now I am sure we will be able to work through this issue but I feel it is necessary to point out how important it is to follow politics as a union member. These attacks on working families are here every day and if we don't follow these politicians and hold them accountable for the work they do, the rights we have as Union members will gradually go away. Once an employer has seen they can, **They Will!**

## Building and Highway Construction

A union contractor was the successful bidder on the downtown and east end bridges projects and the work will be performed under the National Heavy and Highway Agreement. This work will be done on the public roadways and drivers will be required to hold the proper endorsements. Take advantage of the slow winter months and get those endorsements for your CDL license that you don't hold. This contractor will require that you hold the endorsements for the type of equipment that you are assigned to drive. It could be the difference between working or being laid off. The Class A with passenger and Tanker endorsement seem to be the most desired by the contractors.

**Rick Curtis (Continued from page 7)**

## Ryder Bluegrass

Contract negotiations with Ryder Truck Rentals Bluegrass location began on December 18, 2012. A tentative agreement was reached on January 23, 2013. The membership will vote on the agreement on February 2, 2013. Eugene Braden assisted in the negotiations and was very helpful in reaching this tentative agreement.



(Continued from Page 4)

## **UNION MEMBERSHIP: THE ONLY WAY TO GO!**

*ment of contract proposals, the election of Local Union and International Union officer, and other Union activities; and 3) the right to participate in membership programs, such as low interest credit cards, discount coupons, reduced-fee legal services, seminars, union publications, and other services available only to union members.*

## **NON-MEMBER FINANCIAL CORE FEE PAYER:**

Non-Member Financial Core Fee Pay-ers (also known as "non-members" or "core members") do not wish to be full members of the union for any number of reasons. But, by law non-members are still required to make monthly financial contributions for activities "germane to collective bargaining." Non-Member Financial Core Fee Payers are charged a monthly fee amount. The fee is calculated based on the "core" sum of essential local union expenses, such as local union administrative expenses and costs derived from collective bargaining. This fee is generally only a few dollars less than the monthly membership dues paid for by full members. But, along with the decrease in fees for the Non-Member Financial Core Fee Payers, the Non-Member Financial Core Fee Payers' rights and privileges are also decreased. For example, Non-Member Financial Core Fee Payers are not allowed to participate in union activities and they are not allowed to vote in any Union election. Non-Member Financial Core Fee Payers are afforded only the same rights as a full member in regards to filing grievances and seeking protection under their collective bargaining agreement.





# 2012

## A YEAR IN TEAMSTER POWER



### RIGHT-TO-WORK HITS INDIANA--LOCAL 89 MEMBERS MOBILIZE

*"Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone. Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote."*

*-Dr. Martin Luther King Jr. on Right-to-Work legislation*

In late 2011, word began to spread the Republican majority in the Indiana Statehouse would be pursuing a so-called "Right-to-Work" bill, making the state the northern most state with such legislation. For years, the Koch Brothers and other billionaire-backed groups have waged a sustained war on working Americans. With a nearly unlimited financial war chest, the enemies of

labor found no resistance from those who wished to prosper politically through the astronomical campaign contributions they would receive in exchange for pushing the anti-worker agenda. Politicians in the Indiana Statehouse were no exception to this rule and rapidly moved to push wage-killing legislation as the political climate in Indianapolis became more susceptible to its passage.



*Workers rally en masse outside the Statehouse in Indianapolis*



*A reporter scrambles to take photos as protesters flood the streets in an unplanned march on Super Bowl Village. Thousands walked the distance from the Statehouse to the village in protest of the passage of Right-to-Work.*

The International Brotherhood of Teamsters, seeking to derail Indiana's "race to the bottom", made a call to all Indiana local unions to mobilize their membership against this destructive legislation. Local 89, having jurisdiction over several counties in southern Indiana, had already begun to develop a strategy in mid-December. Pulling members off their work duties, Local 89 created and executed a plan to resist and block the bill's passage.

On a nearly "day and night" basis, campaign organizers traveled between Local 89's Indiana worksites and Indianapolis to put pressure on lawmakers to act in the best interest of the state and its people rather than their corporate puppet masters. With a solid group of volunteer activists

including, but certainly not limited to, Eric Huth (UPS Air), Jason Fuller (UPS Air), Rick Stevens (Jeffboat), Bill Miller (Zenith), Stephen Piercey (UPS Air), Brian Stemle (Jeffboat) and Bruce Self (UPS Air), our union showed a sizable presence at the Statehouse throughout early 2012.

In conjunction with our allies, several bus trips were made to Indianapolis filled with activists who had devoted their time and resources to fight this wage-killing legislation. These volunteers acted to preserve the upward course of the Hoosier state rather than let it slip into the poverty stricken stagnation seen in a Right-to-Work state such as Mississippi.





# A YEAR IN TEAMSTER POWER



*Teamsters Gabriel Rosendin, Rick Stevens, Jim Kincaid and Pipe-fitters Union member Nathan Kibben, confront politician Rhonda Rhoads on her support of anti-worker legislation. Rhoads' belief in Right-to-Work would create more jobs by simply cutting a \$20 per-hour job creating two \$10 positions. These guys aren't buying it.*

Indiana Chamber of Commerce funded meetings became a forum for unions and their allies to directly question their political and financial motives in pursuing such destructive legislation.

In a series of meetings held in Georgetown, New Albany, and Corydon, Indiana Sen. Ron Grooms, and House of Representatives members Ed Clere (HD 72), Rhonda Rhoads (HD 70) and Steve Davison (HD 73) sought to spin their positions as necessary to boost the Hoosier economy. However, as all evidence clearly details, such laws have done nothing other than undermine the economic and social climate of such states.

Sadly, anti-worker forces prevailed in the Hoosier state. However, Local 89 was highly successful in its campaign against this scam on the people of Indiana. In total, 3,146 emails were sent to lawmakers via [www.teamsters89.com](http://www.teamsters89.com) with over 600 postcards and 500+ petition signatures delivered to lawmakers prior to the bill's passage. This level of membership mobilization combined with technology-driven campaign tactics have created a more seasoned team with the tools necessary to stand against these attacks on the working people.

The scam of Right-to-Work does not, despite what its supporter profess to the public, benefit the state socially nor economically. These laws are designed to weaken, if not destroy, workers' voices in the

workplace and in their government with the end game of creating a financial climate only benefiting corporations and the super-wealthy. Local 89 will continue to oppose, and if necessary, mobilize against such attacks on working families wherever they may arise.

## Teamsters and Allies Make Their Voices Heard at Town Hall Meetings

To promote Right-to-Work and to perpetuate this scam on working Hoosiers, anti-worker lawmakers held a number of "town hall" style meeting in January and February throughout their legislative districts. While the intent of these meetings was to "fire up" their "base", they would find their support was minimal at best. The



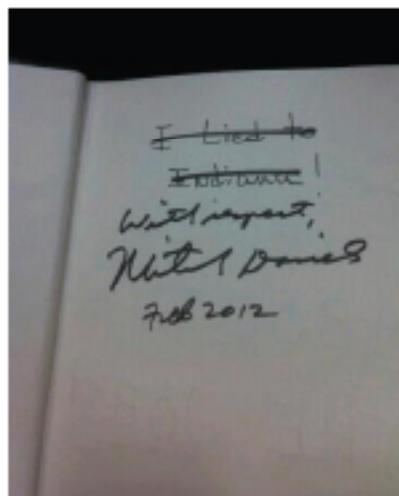
*Teamsters and allies gather outside the Indiana Statehouse awaiting entrance. Often the wait was over two hours in inclement weather.*





# A YEAR IN TEAMSTER POWER

## Governor Mitch Daniels Visits Jeffersonville to Sell His Book--We Ask Him to Sign OUR Copy



In seeking Labor's endorsement in his 2008 re-election bid, Indiana Governor Mitch Daniels pledged to oppose any Right-To-Work legislation introduced in his state. This promise would prove to be hollow, as evidenced in Daniels' financial support of anti-labor politicians

through his PAC fund. When the bill was introduced in January, he wasted no time in announcing he would sign it into law after passage through the state legislature. This was not only grossly dishonest, it was a blow to a hoosier middle-class already plagued by the financial uncertainty of the Great Recession.

To promote his book, *Keeping the Republic: Saving America By Trusting Americans*, Daniels embarked on a statewide book tour. On Feb. 8, the governor visited the Jeffersonville Public Library where he was greeted by a crowd of union members who were highly displeased with his broken pledge to labor.

Jeffboat Teamster Rick Stevens debated with the governor in the "question and answer" segment of the signing, besting Daniels in his defense of the law. Kirk Gillenwater, a UAW 862 retiree, obtained a copy of Daniels book, writing "I lied to Indiana" on the inside cover. This was then presented to the governor during the signing by sizable group of union workers. To be fair, Daniels did sign the book but did cross out Kirk's writing. He still gave no good reason for his dishonesty.

with the end goal of dislodging anti-worker politician Rhonda Rhoads. A staunch anti-worker politician, Rhoads, a former union teacher, had turned her back on the women and men of her profession and moved lock-step with legislation in 2011 which had negatively affected Indiana teachers. A benefactor of over

\$800,000 in campaign contributions from corporate interests, Rhoads has made good on political payback by attacking all Indiana workers through her support in the right-to-work scam.



Agent Jim Kincaid

Within a very short period of a few weeks, Jim built a strong core group to wage an effective campaign throughout the District 70 counties of Harrison, Floyd and Clark. He campaigned on taking legislative measures to help grow the middle-class (the economic engine of the state) and improve the educational system and opportunities of Hoosier children.

## Agent Jim Kincaid Runs to Unseat Anti-Worker Politician in District 70

After the passage of Indiana's Right-to-Work law, a number of union members throughout the state began to seek public office in an effort to shift the legislature back in favor of middle-class Hoosiers. Business Agent Jim Kincaid, a native of Harrison County, made the decision to run in the May Democratic primary

For more Local 89 news and info:  
[www.teamsters89.com](http://www.teamsters89.com)  
[www.facebook.com/teamsters89](http://www.facebook.com/teamsters89)  
[www.twitter.com/teamsters89](http://www.twitter.com/teamsters89)



UPS Air Teamster Eddy Clark protests at Indiana Governor Mitch Daniels' book signing



# A YEAR IN TEAMSTER POWER



## UAW Leadership Conspires With Voith Industrial to Take Carhaul Jobs--Local 89 Members Fight Back and Win

In February, talk of a secret deal between the leadership of the United Auto Workers (Local 862 and the International Union) and Voith Industrial Service, a subcontractor typically handling janitorial duties in Ford plants, began to surface. Soon, Voith would be awarded the bid to move the new Ford Escape over Auto Handling Inc resulting in the displacement of 166 Teamsters. The new positions, which former employees would have to re-apply for, would not include the fair wages, benefits and retirement contained in Teamster negotiated contracts, but instead sub-standard, low-wage positions governed under a "sweetheart" agreement between the UAW Leadership and Voith.

Local 89 Teamsters rapidly mobilized to protect the livelihoods of their sisters and brothers employing all tactics to force the UAW and Voith to reverse course and honor the seniority, pay and rights of these hard-working women and men. Teamster from all crafts joined with the affected workers in an unprecedented protest at the UAW 862 union hall during a membership meeting. This would only be the beginning of our mobilization as other protests continued and social media was employed to educate the public and members of UAW Local 862.

The protests took to the skies when, during the 2012 Oaks and Derby, an arial banner was flown over Churchill Downs displaying the message: "Ford = Profits Over

Families". This was followed by four tractor-trailers being placed across from Ford's Louisville Assembly Plant on Fern Valley Road each displaying messages directed at Ford, the leadership of the UAW and Voith.

President Zuckerman, carhaul agent Vice-President Avral Thompson, and Local 89 General Counsel Rob Colone were diligent in their pursuit of all legal avenues to reverse this injustice. On June, 19 a formal complaint was issued by the National Labor Relations Board against Voith and the UAW. This would kick off a lengthy court battle which would last a number of months culminating in a ruling by Judge Bruce D. Rosenstein finding the UAW and Voith had engaged in a number of unfair labor practices at Ford's Louisville Assembly Plant. The findings include coercion, discrimination, and denial of workers' rights under the National Labor Relations Act (from not only the company, but our once great ally the UAW).

The remedy contained in the decision includes back-pay for wages and benefits for the unfairly displaced members of Local 89, full restoration of employment, and a "cease and desist order" for the unlawful activities of the UAW and Voith. The judge also reaffirmed Local 89 as the exclusive bargaining agent for carhaul workers at LAP.

A very special recognition goes to carhaulers Brenda Helm, Bernard Tweedy, Kelly Stein, Sandra Rhodes, Aaron Schott, Greg Johnson, Brenda Swift, Patti Murphy, Susan Cheatham, James Flanagan and all our other carhaul sisters and brothers who continue to stand in solidarity against these unjust acts. You are this union!





# A YEAR IN TEAMSTER POWER

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*Negotiating Committee for 2013 Jeffboat Agreement: (left to right) Ronnie Waiz (Chief Steward), Jeff Cooper (Chair), Jim Kincaid (Co-Chair), , Gabriel Resendiz (Translator), Jim Pope (Transportation/Warehouse), Tim Cowley (Pipe Department), Wes Koch (Plate Shop), Joe Werblo (Welders), Kevin Tanner (Paint Department), Terry Boone (Crane/Rigging), Ethan Moffett (Maintenance), Rick Bostock (Machine Shop/Fleet and Dock), Stewart Bennet (Steel Fitters), and Jay Dennis (Communications Director for Local 89-not pictured)*

## Jeffboat Teamsters Approve 2013 Agreement

Jeffboat Teamsters approved their 2013 agreement nearly ten to one. The new five-year contract includes improvement of wages, protection of current healthcare benefits, additional pay for temporary transfers, double-time for holidays and call-in pay. December bonuses are also included in the package, totaling over \$3000 during the life of the agreement. In addition, work days have been capped at twelve hours to address safety concerns and the need for time away from work.

Ratification of the agreement brings greater job stability for Jeffboat workers and their families by attracting more business to company while providing the benefits, pay and working conditions workers deserve through their hard-work and dedication.

The negotiating committee worked tirelessly to reach a deal. Prior to meeting with the company, the committee met to strategize and work through proposals to submit in negotiations. They spent many long hours away from their families to deliver a good contract to their Jeffboat brothers and sisters.





# A YEAR IN TEAMSTER POWER

## Transervice Members Overwhelmingly Approve 2013 Contract



*Negotiations Chair President Fred Zuckerman talks with the negotiating committee for the 2013 Transervice Agreement*

Transervice, one of two Teamster employers at the Kroger Distribution Center, overwhelmingly approved their 2013 contract with a vote of 126 "for" and only two "against". Participation

was high at the Dec. 23 meeting where a "Q & A" forum was provided to the attending members. Questions were fielded from the committee, agents Kenny Lauersdorf and Rick Curtis, as well as negotiations chair President Fred Zuckerman.

Under the new agreement, job Security will remain intact and the company will continue to provide the quality healthcare benefits and pay Transervice Teamsters have earned through their dedicated service and hard-work. This would not have been possible without the input, work and commitment to duty seen in the Transervice negotiating committee. We would like to thank these committed Teamsters for all their hard-work and sacrifice throughout this process.

## 2013 UPS Louisville Air Supplement Contract Talks Begin



*The 2013 Air Supplement Negotiating Committee represents a range of areas in the Air District*

The Negotiating Committee for the next UPS Louisville Air Supplement, (commonly known as the Air Rider) began meeting last September to discuss and narrow down the hundreds of contract proposals submitted by the membership. The proposals ranged from changes work place rules and

conditions, to increases in benefits and pay.

## Zenith Logistics Negotiations Begin in November--End With Overwhelming Acceptance by the Membership on Jan. 13

Talks with Zenith Logistics began in early December to negotiate the 2013 agreement. The Negotiating committee first met in late November to streamline its approach to deliver a fair agreement to the membership at the Kroger Warehouse facility.



*The negotiating committee for the 2013 Zenith Agreement meets to discuss contract proposals*

While the non-economic issues were mostly resolved in December talks, the economic issues continued into early January in hope of reaching a votable contract by the contract expiration date of the 31st.

On January 13, the membership overwhelmingly accepted the 2013 agreement in a 222 to 17 vote. The new contract provides for increased wages, job security, and "no-cost" healthcare and pension. Thank you to the committee for all diligence and dedication throughout negotiations.



*Transervice members showed high participation in their contract vote*





# A YEAR IN TEAMSTER POWER



*UPS Louisville Centennial Hub members showed a high level of participation in the 2012 voter registration drive.*

## 2012 Elections--Power at the Ballot Box

2012 was a crucial year for labor in politics as this election cycle, in no uncertain terms, was a fight for survival for the labor movement and thus the middle-class. Attacks against working families were occurring in every state across the nation with great losses in the traditionally labor-friendly states of Wisconsin, Indiana and Michigan. Holding our political ground was imperative and gaining ground was necessary for the future of working America.

Teamster campaign mobilization was sizable, to say the least, with Local 89 providing three full-time campaign organizers, James DeWeese, Jay Dennis, Bill Miller and part-time canvasser Rick Stevens to political operations. Every tactic at the Local's disposal was employed to reach the membership including phone banks, mailers, usage of social media, door-to-door canvassing and worksite visits.

While the presidential election was certainly the highest profile race in 2012, our focus was on the "down ballot" races in both Kentucky and Indiana. In Kentucky, it was necessary to hold the State House of Representatives and protect our seats in the State Senate (most notably Perry Clark). In addition, Kentucky labor organizations worked to gain "friendly" seats to build a more solid majority to oppose any anti-worker law introduced in the Commonwealth. Kentucky, did not include races beyond the state government level, Indiana,

however, ran the spectrum with contests for every level of government.

The first phase of the campaign began with a voter registration drive which involved dozens of worksites in both Kentucky and Indiana. This phase included calls, worksite visits, coordination with stewards and business agents and visits to members' homes to get them registered. In conjunction with the drive, we collected emails and cell phone numbers from members who wished to stay better informed not only about the 2012 elections, but all issues which may arise. The drive was successful with nearly 200 new registrations and over 500 new sign-ups for text messages and emails.

In the month prior to Election Day, we focused on the promotion of pro-worker candidates. Shelli Yoder, candidate for U.S. Congressional District 9 in Indiana, proved to be a strong ally of labor emphasizing her support with regular stops in union shops such as Jeffboat where she could be seen as early as 4am to greet workers as they filed into the shipyard. Joe Donnelly, another strong ally of labor, was running against Tea-Party

sweetheart Richard Murdoch for the Indiana U.S. Senate seat. Donnelly represented the more moderate-centrist variety of candidates to which Hoosiers ultimately showed preference.



*Jeffboat member Randy Baker speaks with Indiana Congressional District 9 Candidate Shelli Yoder in one of her many visits to the shipyard.*

In addition to the federal races, we strongly supported the candidacy of John Gregg for governor against anti-union congressman Mike Pence and also supported Sharon Grabowski in her opposition to right-to-work supporter Ed Clere. Local 89 devoted a great deal of resources in a number of campaigns including county commissioners, and state

representatives where pro-labor candidates were challenging supporters of the anti-worker agenda.



# A YEAR IN TEAMSTER POWER

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Donnelly soundly defeated Murdoch who had proven too extreme for Hoosiers. In addition, our greatest ally in the Indiana Legislature, Rep. Terry Goodin, retained his seat despite a war-chest of corporate money thrown into D-86 to defeat him. In Kentucky, Senator Perry Clark retained his seat while we gained a seat in the Kentucky House of Representative with Denver "Denny" Butler.

In total, over a thousand homes were visited and nearly a thousand phone calls were made to our membership. We sent out nearly 6000 mailers to our fellow Teamsters to inform them of which candidates we were endorsing and why. While we did not prevail in all races, we made a heavy impact in our endorsed races. The data suggest where our efforts were strongest, we prevailed. Without the participation of the membership, this would not have been possible.

## Tragedy Hits Southern Indiana--Local 89 Members Respond In Showing of Solidarity and Support

In early March, tornadoes ripped through Southern Indiana devastating a number of communities in the area. Many were left homeless and others were seriously injured. Sadly, some lost children, parents, other family members and friends.

As Teamsters, we should always do our part to help our communities. When tragedies occur, this is even more of an imperative. In response to this tragedy, Local 89 set up a relief center for our membership and the rest of the community to give to those who lost so much. Members, family and friends, donated clothes, cleaning supplies, food and other essentials along with checks to the Red Cross to aid in the relief effort. Local 89 coordinated with Roy Gillespie of the IBT to help bring supplies from out of state to add to many our members had packed into the Joint Council 94 trailer.

## 2012 DRIVE Campaign a Record Breaking Success

In April, Local 89 began a very successful campaign to increase participation in DRIVE (Democrat, Republican, Independent, Voter Education). DRIVE fuels the political activities of the Teamsters union in protecting not only the rights we have established through our contracts, but those residing in federal, state and municipal law. This



*Members in Bowling Green showed a high level of solidarity and participation in DRIVE*

program allows Teamsters to mobilize in support of our rights as working Americans and oppose attacks against us.

The DRIVE campaign covered the entirety of Local 89's jurisdiction stretching from Jeffboat in Southern Indiana to Equity Group in Albany, Kentucky on the Tennessee border. In total, Local 89 volunteers and DRIVE Coordinators collected a total 1268 cards with the help of IBT Coordinator Bob Trappe.

## Pro-Labor Punk Comes to Louisville--Teamster Member Wins Meet and Greet with band and Tickets via Local 89 Text Message Sign-up

The Dropkick Murphys, a pro-union band from Boston, provided Local 89 with two tickets and a "meet and greet" for their September show at Headliners Music Hall. Because of Agent James DeWeese's connections with Jim Donovan of Local 25, we were able to get in contact with the band who were very enthusiastic about working with Local 89 to facilitate a "give away" contest for the membership.





# A YEAR IN TEAMSTER POWER



*Brothers Mike and Justin Gary with Droghda Murphy*

Brothers Mike and Justin Gary of Holland Freight received the tickets after winning a text message contest through [www.teamsters89.com](http://www.teamsters89.com). The brothers hung out with the band prior to the show and received free t-shirts. We appreciate all who signed up and want to, again, thank the band and their management along with Headliners Music Hall for making this possible.

## Teamsters Support Wal-Mart Workers In Black Friday Strike

Wal-Mart has long been known to violate the rights of its employees with, what seems like, little recourse against the retail goliath. In 2012, however, workers seemed to have had enough of the harassment and intimidation almost synonymous with the Wal-Mart brand.

On Black Friday, November 23, an unfair labor practice strike was initiated by long time Teamster ally the United Food and Commercial Workers in support of Wal-Mart workers to bring further awareness to the general public of the gross violations of the company on a national scale. Locally, members of Teamsters Local 89 joined

with the UFCW and other allies to the cause in picketing the Wal-mart Supercenter on Outer Loop in Louisville. The intent was to spark a larger movement within the company. Thank you to all who gave up time with family on Thanksgiving weekend to support working families.

## James Deweese Joins Local 89 As New UPS Ground Agent

Long time Louisville Centennial Hub Steward and Teamster activist James DeWeese has taken the position of business agent over UPS Ground operations at LCH, Clarksville Center, Bowling Green and Campbellsville. He will be replacing long-time agent Chris Carter as he prepares for retirement.

James has served the union in multiple capacities throughout his nearly 20 years as a Teamster. Through years of committed service as a steward, he has gained the skills, knowledge, and discipline necessary to successfully serve the membership. James has served as a campaign coordinator to



*Agent James DeWeese 2011*

promote our endorsed candidates through three election cycles, as a DRIVE coordinator, a political organizer, an alternate delegate, and as an organizer for the IBT in a drive to organize FedEx aircraft maintenance workers. In Addition, he was

essential to Local 89 move into social media and online communication.

James brings the mind of an organizer to his work as business agent, using his skill to educate and inform the membership to create stronger shop-floor solidarity. This is essential to strong contract enforcement and a stronger Teamsters Union. As an agent he will work with all stewards to provide the resources necessary to aid them in representing the membership.



# A YEAR IN TEAMSTER POWER

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*Atlantic Aviation Teamsters talk with Organizer/Agent Kevin Evans prior to a contract vote. This is the first contract since voting to join Local 89 in April.*

## Atlantic Aviation Workers Vote Yes to Teamster Representation--Unanimously Accept First Contract

In April, Atlantic Aviation workers voted for Teamster representation by a three to one margin. In going union, they began the process of putting an end to the lower wages, reduced benefits, lack of seniority rights, and their uncertain status as "at will" employees.

After lengthy negotiations, Atlantic Aviation Teamsters now have a contract to protect their rights as workers. In a unanimous vote on January 13th, 2013, our new brothers and sisters accepted their historic first contract.

The success of the organizing campaign and of contract negotiations was made possible through the solidarity of Atlantic Aviation workers along with the leadership of committee members Jeff Troutman and Johnnie Hikes. We also want to congratulate these shop-floor leaders as the group's first stewards.

## Equity Group Teamsters Welcome New Members

The membership at Equity Group in Albany and Franklin, KY grew in 2012 with the addition of mechanics and "load out" workers. In a unanimous vote, these workers joined their fellow Equity Teamsters under their existing agreement.

Business Agent Chris Alford and Organizer Kevin Evans would like to thank stewards Ben Shelton, Johnnie Mittlestauser, LJ Johnson, and Johnnie Goodman for their leadership in reaching a contract and in organizing their fellow Teamsters. Thank you to all our Equity Group members for your continued solidarity.





# A YEAR IN TEAMSTER POWER

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## Organizer Kevin Evans Reports a Successful Year

Local 89 organized several groups in 2012 along with Equity Group and Atlantic Aviation. The office clerical workers at UPS Freight's Louisville Terminal unanimously voted for Teamster representation bringing stronger job security and higher wages. Ryder Trucking's Bluegrass facility also voted Teamster and is now in the process of negotiating its first agreement. This facility will join three other Ryder locations represented by your union.

We want to thank and welcome all our Teamster sisters and brothers at all of Local 89's newly organized companies. Your solidarity and involvement are what makes this union strong. The Teamsters Union is only as powerful as the unity of its membership.

## 2012 Victories--Negotiations, Arbitrations, and Courtrooms

A number of new contracts were ratified in 2012. Teamsters at ABC Supply accepted their 2012 agreement with the leadership of members Richard Stewart and Robert Osborne. In January 2012, Hertz Counter Sales Representatives ratified their contract with the help of Stewards Denise Lewis and Monica Morgan. In March, Gohmann Construction also reached an agreement which included increases in pensions and healthcare under Central States.

In addition to Equity Group, members in the Bowling Green were victorious in three other negotiations. Fort Dearborn Teamsters ratified their contract with through the hard-work of a negotiating committee consisting of members Daniel Cartmill, Kirk Grinstead, Mike Colburn, and Johnnie Howard. Spirit Services and Capstone also accepted agreements in 2012. Agents Chris Alford and Ben Bramble would like to thank Spirit Services steward Mike Richards and Capstone stewards Marlon Brandon and Ben Long for all their dedication throughout the process of negotiations.

Arbitration were won in a number of shops including Brown Foreman, Prescottech, International Paper and FireKing. The result was payment for lost wages and the reinstatement of wrongfully terminated members. In addition, Local 89 devoted many resources to enforcing the members' expectation of a safe workplace. In the UPS Air District, we continue to work toward a decision in an OSHA charge related to tug and dolly hitches. Thank you to all the members who have done their part in the investigation of the case and their testimonies in hearings.

## 2013--The Challenges and Victories Ahead

Just as 2012 was a year of action for Local 89, so too will be 2013. Though we are in a new year, the challenges working families face will still continue to require organizations like ours to fight for what is just. We will continue to work toward good contracts with fair wages, benefits and working conditions to keep Local 89 members and their families in the financial security they have earned through their hard-work and dedication.

Many of our members will be involved in contract negotiations throughout 2013 including UPS, Nugent Sand, Southern Standard and Fire King. While Local 89 agents and staff will work diligently throughout negotiations, it is the responsibility of every member to stay informed and involved throughout the process. Take the time to talk to your stewards, your agents, and visit Local 89's social media and website to stay informed on all matters affecting your work-life.

We must also continue to hold our elected officials accountable in the coming legislative sessions in both Kentucky and Indiana. There is power in our voice and our vote, but we must stay active for lawmakers to take notice. Whether you are Democrat, Republican or Independent, you should always seek to cut through the political rhetoric and vote your paycheck!



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

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**THE DUES OFFICE IS CLOSED FROM 12:00 P.M. - 1:00 P.M. FOR LUNCH**