



The Official Publication of the International Brotherhood of Teamsters Local 89

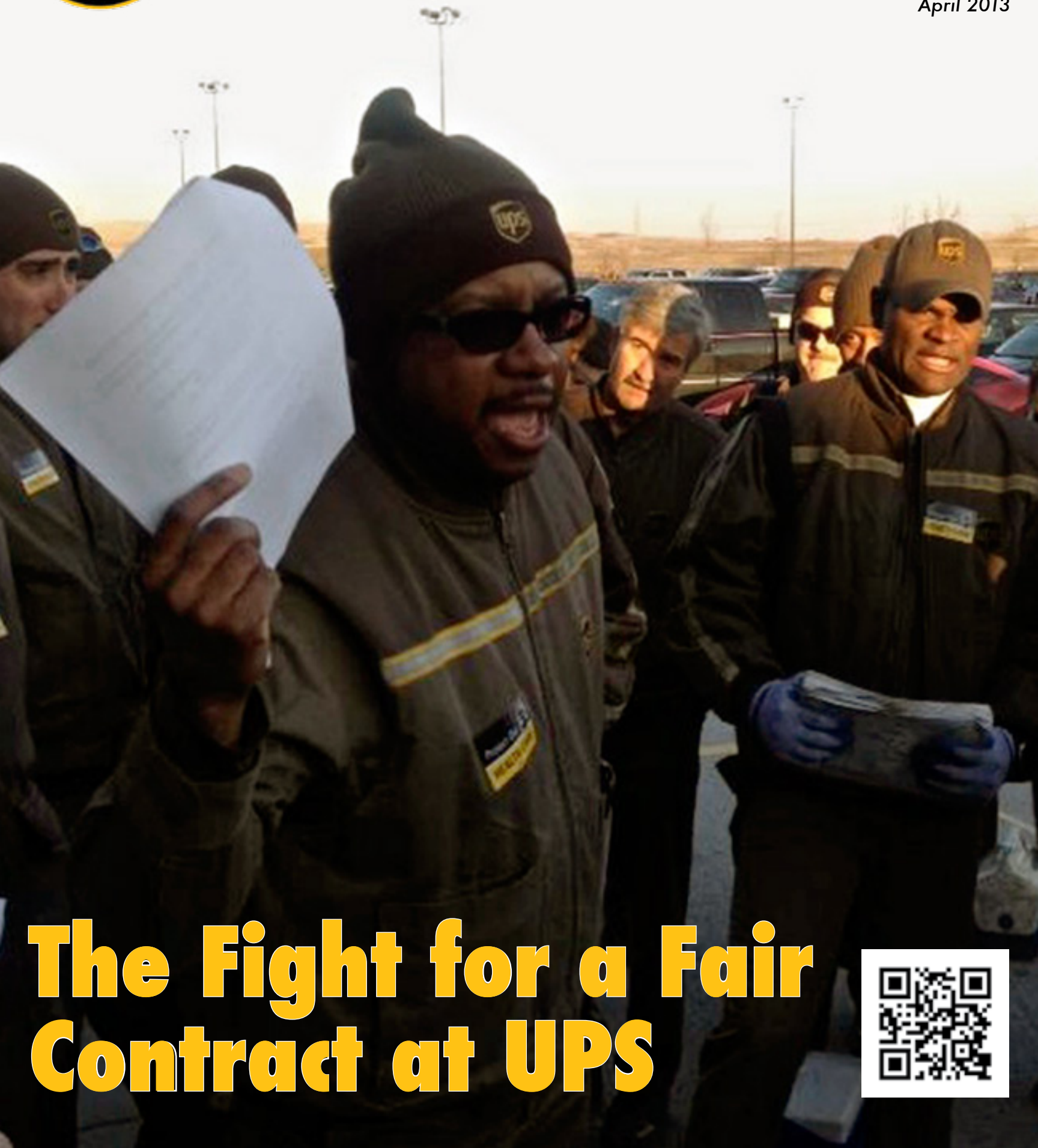
Teamsters

www.teamster89.com

502.368.5885

info@teamsters89.com

April 2013



The Fight for a Fair Contract at UPS



TABLE OF CONTENTS

Executive Board

Fred Zuckerman
President

Colvin "John" Bolton
Secretary-Treasurer

Avral Thompson
Vice-President

Ben Bramble
Recording Secretary

Kenny Lauersdorf
Trustee

Paul McIntosh
Trustee

Jeff Cooper
Trustee

Legal

Robert Colone

Organizing

Kevin Evans

Political

Aubrey Cheatham
Jay Dennis
James DeWeese

Communications

Jay Dennis

Divisions

UPS

John Bolton
Craig Burns
James DeWeese
Brian Hamm
Paul McIntosh
Vinny Rivera

Construction

Jeff Cooper
Jim Kincaid

Freight

Kevin Oliva

Carhaul

Avral Thompson

Food, Bakery, Warehouse & Miscellaneous

Ben Bramble
Aubrey Cheatham
Rick Curtis
Ken Lauersdorf
Roy Reynolds

Bowling Green

Chris Alford



3 President's Report

4 Legal Report

5 E-Board Reports

8 Division Reports

12 Organizing Report

13 Political Report

14 UPS Contract Update

22 Contract Victories

Report to the Membership

By President Fred Zuckerman



2013 has been a very successful year for Local 89. In January, agreements at both Zenith and Atlantic Aviation were ratified, both of which were great steps forward for the membership. I am proud to report we are continuing in this success with new agreements at Nugent Sand, TDI, and Ryder Truck's Bluegrass Facility. Members at these workplaces have overwhelmingly shown their solidarity by attending contract meetings and exercising their democratic rights by voting on proposed agreements. I would like to recognize and thank the negotiating committees and involved members and stewards who have made these victories possible. Your commitment is what makes Local 89 strong!

I would also like to give a warm welcome to our newest members at Ryder Bluegrass. It's great to call you all Teamster brothers! We look forward to working and standing with you as you implement your first Teamster contract!

UPS Air Supplement Negotiations

UPS continues to show reluctance in reaching a deal on the Louisville Air Supplement. Regardless of the Negotiating Committee's commitment to moving negotiations forward, we have seen very little willingness by UPS to do the same. Recently, the International Brotherhood of Teamsters asked Local 89 to send its Committee to the site of UPS National Negotiations in St. Petersburg Florida. Over the course of five days, we saw some movement on issues, but still did not see the commitment by the Company necessary to reach a quality agreement in any timely fashion. The membership demands a fair contract! We will stop at nothing less than that. The Company delaying the process is not only an injustice to the thousands of hard working Teamsters in the UPS Air District, but is simply irresponsible and potentially damaging to its customers. The Committee will continue to press for a contract delivering the quality of life the membership deserves for making UPS one of the most successful companies in the world.

I would like to thank the members of the Air Supplement Negotiating Committee who have devoted their time and talents to their fellow members. These dedicated Teamsters have spent many days and nights away from their homes and families working on behalf of their Air District brothers and sisters. Their dedication is both commendable and inspiring.

Legal Report

By Local 89 General Counsel Robert Colone

KENTUCKY LEGISLATORS REVISE EXPUNGEMENT LAWS

Recently Kentucky Senate Bill 78 was passed which amends, in part, the Kentucky Revised Statutes. Now, individuals who have been convicted of certain misdemeanor violations and certain traffic infractions may petition the court in which he/she was convicted for expungement of his/her misdemeanor or violation record. Upon petition, the court shall order expunged all records in the custody of the court and any records in the custody of any other agency or official, including law enforcement records, if at the hearing the court finds that:

- The offense was not a sex offense or an offense committed against a child;
- The person had no previous felony conviction;
- The person had not been convicted of any other misdemeanor or violation offense in the five (5) years prior to the conviction sought to be expunged;
- The person had not since the time of the conviction sought to be expunged been convicted of a felony, a misdemeanor, or a violation;
- No proceeding concerning a felony, misdemeanor, or violation is pending or being instituted against him; and
- The offense was an offense against the Commonwealth of Kentucky.

These modifications to the previous expungement laws shall be deemed to be retroactive. Therefore, if you believe that you may qualify to have your previous criminal record expunged, you should consult with a qualified attorney.

***The Local 89 Legal Department would like to thank Attorney Benham Sims (<http://www.thekentuckylawyer.com>) for his assistance with this article.**

EXECUTIVE BOARD REPORTS



John Bolton

Secretary-Treasurer
jbolton@teamster89.com



Secretary-Treasurer Bolton has a laugh with Air District Teamster Tim Leche prior to the March General Meeting

I would like to thank and recognize the young women and men who were awarded Teamsters Local 89 scholarships. We are pleased to help in the academic careers of such hard-working students.

Brandon Yates

Brandon is a Male High School graduate whose hobbies include baseball, basketball, movies and spending time with friends and family. He is attending the University of Kentucky this year.

Kelsey Jaymes English

Kelsey is attending UK where she plans on working toward a career in the medical field. She became a certified Nursing Assistant while in her senior year. She was also the secretary of Health Occupation Students of America (HOSA) at Meade County High School.

Haley Gibson

Haley is daughter of Stephen Gibson. She is currently attending the University of Louisville.

Dylan Vish

Dylan is a graduate of St. Xavier High School. He was a highly involved member of his school's National Honors Society. Dylan was also on the both the wrestling and powerlifting teams. He is attending UofL where he is double majoring in biology and chemistry.



Avral Thompson

Vice President
athompson@teamster89.com

Voith Update

On December 27th, 2012, Judge Rosenstein issued his decision upholding nearly every charge filed by Local 89 against Voith and the U.A.W. Since that date, the attorneys representing the N.L.R.B. and Local 89 have been involved in legal proceedings to get the decision enforced. As we expected, Voith has appealed the judge's decision. However, the N.L.R.B. has filed an appeal on the prior refusal of Judge Simpson to issue emergency injunctive relief. When we are successful in this motion, it is my understanding our members will be returned to work while Voith continues with its appeals.

Allied

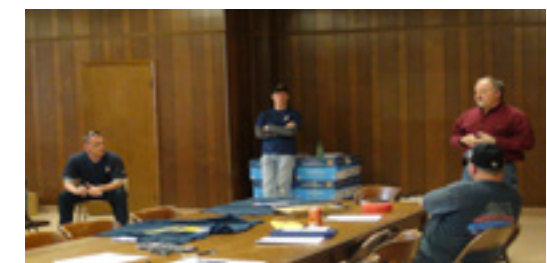
The Allied bankruptcy case continues to move slowly through the courts with two companies, Yucaipa and Black Diamond, continuing their fight to determine who has the controlling position as the case proceeds. Locally, members have plenty of work. The Clarksville location has recently added drivers and Shelbyville is polling the system for laid-off drivers to come and work there.

Jack Cooper

Jack Cooper is now our biggest carhaul employer. The Bowling Green Corvette plant will be going down for retooling for a new model this Spring. Hopefully those drivers will be able to find work at other locations until the plant comes back up. The Kentucky Truck Plant may be one of those spots. Production is heavy at that location but Ford Motor Company is doing a lot of shifting of work between the Truck and Rail operations. The Louisville Assembly Plant is producing a lot of units as well. We have a lot of new members out there. The Jack Cooper Yard Group at K.T.P. has been bidding a consistent number of weekly jobs and the company has recently purchased new yard vans.

R.C.S.

R.C.S. employs many Teamster members as well. The members at Strawberry Yard have been working a lot of overtime lately. As you know, they handle both Toyota and Ford products. The R.C.S. Prep members at K.T.P. support the loading operations there and the members at the Shelbyville Mixing Center load and unload railcars, as well as operate the locomotive to move the railcars in and out of the center. We recently were able to capture the railcar prep there. The Mixing Center has been operating since 1997 and prep had never been performed there before. With the change of operations by Ford, R.C.S.



Vice-President Thompson speaks with R.C.S. members at a March 15th meeting

EXECUTIVE BOARD REPORTS

was also awarded some drive-away work putting many Teamsters to work. They were also awarded a new rail operation at what is known as the Buechel Yard. We currently have three members working at this location.

Cassens Transport

Local 89 recently gained new members when Cassens Transport was able to acquire “off rail traffic” from the Louisville Assembly Plant. I would like to welcome these new members. Currently there are only three Teamsters, but we do expect this number to grow.

Mechanics and Office

Local 89 also represents mechanics for both Allied and Jack Cooper as well as office/clerical for Cooper. These members are an important part of the process and rarely get any mention. I would like to thank them for what they do in support of all the members who make a living as CARHAULERS!



Ben Bramble
Recording Secretary
bbramble@teamster89.com

I want to thank Chief Steward Adam Killion. Recently we have had three discharges. Adam was able to get them reinstated with backpay. Thanks for a job well done!

Prescotech Industries

Just to bring you up to date: I had a member with 28 years of service discharged in January, 2012. We recently received an arbitration decision in which he was reinstated. I want to thank Staff Attorney Rob Colone for his



Trustee Cooper speaks with Jeffboat Teamsters Jim Pope and Donnie Hargett

hard-work and a job well done. I want to also thank Steward Brian Leshaff. We recently negotiated and ratified a three-year agreement which included wage increases and the maintaining of Central States Insurance.

Rev-A-Shelf RA2-1

We recently had a pending discharge that Chief Steward Nick Duran was able to work out. Thanks for a good job Nick!

Rev-A-Shelf RA2-2

I want to thank Chief Steward Tammy Adams. She recently had several issues with members’ attendance. She strongly explains to them that attendance is a real problem and encourages them to improve. This has helped tremendously.

Thanks for a good job Tammy!

American Greetings

As you know, American Greetings in Bardstown, KY is a greeting card manufacturer. Its workers are members of Local 89. Please remember your American Greetings brothers and sisters when you purchase greeting cards.



Jeff Cooper
Trustee

IMI Scottsburg, Salem and Madison

We have reached a tentative agreement

EXECUTIVE BOARD REPORTS

with the full endorsement of the Committee. The improvements are an increase in boot allowance, changes in the disciplinary process for major chargeable accidents from \$1500 to \$2500, no increases in cost in the company health plan and increases to the “out of town” pay. In addition, we established a start-time of no later than 9AM (if later, the time will be backed up to 9AM) and a wage increases of \$.10 in year one, \$.20 in year two and \$.30 in the third. I would like to thank stewards Dave Long, Chad Wingler and Ronnie Raichel for all their hard-work during these tough negotiations.

IMI New Albany

Negotiations are still ongoing at this location. We expect to have it done in the next few weeks. We will keep you posted as talks progress.

IMI Bowling Green, Scottsville, Franklin and Morgantown/IMI Nicholasville

Negotiations at these locations will be starting in the next few weeks. The Negotiating Committees have been elected and proposals have been taken from the drivers. I will update you on the progress of these meetings in the next newsletter.

Southern Standard Carton

We have had three members (Nolan Petty, AL Brown, Brian Potts) reinstated through the grievance and arbitration procedure after being unjustly discharged. A special thanks to these members and the stewards who helped in the investigations and preparation for the hearings

Recently, the Company has asked for an extension to the current collective bargaining agreement for the purpose of meeting with Central States to consider

moving to the newly offered “hybrid plan”. A meeting has been scheduled to discuss this extension on March 19th where the Negotiating Committee will consider the proposal. If approved by the Committee, there will be a meeting scheduled to vote on the extension. Jason Thiel, Mike Dow, Larry Wooden, Bill Ridgeway, Sandy Spencer, David Bleemel and Jamie Harris have done an outstanding job representing their membership in these negotiations.

Building/Highway and Pipeline Construction

With the season changing to the warmer months, construction work will be increasing. Now is the time to make sure you have the proper endorsements for your driver’s license. Most of the work is now performed on and off-site. Therefore, drivers are required to hold the proper endorsements to operate on public roadways. The most requested are Class A, Tanker and Passenger.

Our Building agreement with Rapid Industries expires this Summer and we will be in negotiations for a new agreement. Our wages and benefits come from the agreement on project labor agreement sites such as Clifty Creek Power Plant (Riverside) and the Bluegrass Army Depot (Bechtel). Walsh Construction has been awarded the bid for the Downtown and East End Bridges set to start later this year. Price Gregory has been awarded the continuation of the pipeline in Eastern Kentucky. We will have just under 40,000 feet of 24-in. pipe being laid in Montgomery and Bath Counties.



Kenny Lauersdorf
Trustee
klauersdorf@teamsters89.com

The new bids for Garage and Transportation for 2013 went into affect on March 10th, with drivers getting the first shot at all the work they are able to handle. The Garage was able to bid by seniority because of the new C.B.A. changes that went into effect on February 1st. For their “off days” and “weather” they want to bid on the Fork Lift Shop or Tractor Shop. This was very big for the Garage members.

Just a reminder to buy “union made” products whenever possible to help keep our union brothers and sisters working in their crafts.



Paul McIntosh
Trustee
pmcintosh@teamsters89.com

At the February State Panel, two drivers, who were terminated for serious accidents, were returned to work. Thanks to stewards Phil Simpson and Mike Rankin for their help in getting these drivers back on the job.

I would like to welcome James DeWeese as our new business agent. James brings a lot of knowledge and work ethic. He will be a great asset to our union.

Also, I would like to congratulate Agent Chris Carter on his recent retirement and his new job babysitting his granddaughter! Chris was an outstanding agent and my road warrior. Over the years, he and I put a lot of miles on together. I wish him the best!

For more info:
www.teamsters89.com
www.facebook.com/teamsters89
www.twitter.com/teamsters89
www.teamsters89.tumblr.com

DIVISION REPORTS



Craig Burns
UPS Air Agent
cburns@teamsters89.com

I would like to thank Steward Pam McCorkle for her help getting four employees paid who had been skipped in offering extra work. I would also like to thank Steward Adam Harris who was extremely helpful getting an employee's job back. On Night Side, Steward Randy Arnold's investigation helped to get a Ramp employee back to work. Although this is a small list, all the stewards have been working hard for the rights of each and every Air District Teamster.

We have been meeting with the Company for months in talks on the Louisville Air Supplement. Progress has been slow, but more meetings are scheduled in this month. To be a voice for your area, please visit Teamsters89.com or go to www.facebook.com/teamsters89. We are looking for contacts in each area. If you would like to be involved, please contact your area steward and volunteer.

In case you weren't aware, you will be allowed to vote on the next contract. You will be able to cast a ballot on three separate proposed agreements (The National Master Agreement, the Central Region Supplement, and the Louisville Air Supplement). You can vote "yes" or "no" on each separately. I encourage you to read each one and vote how you feel, not how someone else tells you to. The current contract will expire on July 31, 2013.

As a reminder, from May 1st to the end of August, each work group will be allowed to have a minimum of 15% off for vacation. In any other months the number is 10%.



Brian Hamm
UPS Air Agent
bhamm@teamsters89.com

On January 9, UPS pulled containers out of the Container Repair Shop and sent them to SATCO for repair. This is a violation of Article 32 of the National Master Agreement. Union Steward Dan Karrer immediately filed a grievance.

Because Dan is in Air Supplement Negotiations, he had Container Repair employees collecting information for the grievance. Agents Craig Burns, Vinnie Rivera, and I investigated the grievance at SATCO. UPS had tried to change the standard measurement of the container to subcontract the work to the non-union company. During the grievance, we proved standards could be met with our Container Repair members. Dan and I argued the standard was a two-inch or less bow in the pallet. Prior, the Company attempted to change it to an inch and a half. To settle the grievance, the Company agreed to bring back every can that was sent to SATCO, resulting in hundreds of cans returned to us. This helps insure 31 Container Repair jobs are safe from elimination.

Thanks to 2-Day stewards, Dave Mahoney, Don Cummings, Rob Frazee, Stacey Windhorst and Adam Harris as well as Next Day stewards Bob Hester, Dan Hilton, Dan Blankenship and Ed Sageser. With their help, I was able to get our Peak Season grievances settled. This has resulted in thousands of dollars in payments to our membership.

Thanks to Steward Rick Hildenbrand. With his help, I was able to return

two employees to work after serious accidents.

Also, thanks to stewards Tom Suddeth and, again, Ed Sageser. With their help, I was able to get two full-time employees (de-lcers) back at the Kentucky State Panel.



Vinnie Rivera
UPS Air Agent
vrivera@teamsters89.com

Contract negotiations are going slow, but the Committee and Local 89 are willing to make sure all the members get heard. This process was started in meetings at the Union Hall last year where the membership gave us proposals on issues that they would like to see changed. It is important to stay informed and get involved. This contract is for you!



James DeWeese
UPS Ground Agent
deweese@ibt89.com

Sisters & brothers, please take a moment to register yourself on www.Teamsters89.com. When registering, please choose your work location (UPS Clarksville, UPS Bowling Green, UPS LCH or UPS Campbellsville) and include your cell phone number and email address. In doing so, it will allow me to send you important "text messages" and "email updates" for your work location. We are updating this site often, so please visit often to stay informed on all Local 89 news.

DIVISION REPORTS



Agent James DeWeese with Campbellsville Stewards Madonna Russell and Terry Johns

Keeping Track of Your Hours

Please keep track of your hours worked. Timecards at UPS are not always accurate, therefore, by writing down your time and comparing it to your pay stub, corrections can be calculated and corrected quickly. You work hard for every dollar you earn, so please keep a record of your hours. You can also print off a form to help record your hours at: www.Teamsters89.com/mytime.

LCH Stewards Election

Congratulations to the four new stewards who were recently elected at UPS Louisville Centennial Hub: Patty Allgeier - AM Sort, Dorathy Laun - Day Sort, Ralpheal Harvey - Package Car, and Gary Timberlake - Auto Shop.

Grievance Results

A special thanks to all of our stewards for their hard-work. Their commitment to upholding your workplace rights continues to produce tremendous

results on the shop floor by holding management accountable for contract infractions. Please take a few moments to thank them for all they do. Below you'll find the results of everyone's hard work:

Year to date grievance results for LCH (except Feeders), Clarksville, Campbellsville & Bowling Green:

- 1 Termination Upheld
- 1 Termination removed with 3 days back-pay
- 1 Termination removed pending grievance hearing for back-pay
- 1 "working" termination removed
- 20 Terminations reduced to a suspension
- 2 Suspensions upheld
- 6 Working suspensions removed
- 15 Suspension reduced to warning letters
- 1 Warning letter upheld
- 3 Warning letters protested
- 14 Warning letters reduced to a verbal warning
- 118.5 hours paid for seniority violations
- 111.5 hours paid for supervisors working
- 20 hours of penalty pay awarded



Agent Brian Hamm discusses proposals with members of the UPS Air Supplement Negotiating Committee

DIVISION REPORTS



Rick Curtis
Agent
rcurtis@teamsters89.com

Ryder Bluegrass

Ryder Bluegrass Technicians and Service employees voted unanimously to accept their first union contract on February 2nd. The contract includes not only significant pay increases for all employees, but also the elimination of the “at will” employee status. The new members will have grievance procedure language which mandates “just cause” for termination and discipline. I would like to thank Eugene Braden for his assistance in negotiating this first contract. I would also like to welcome all the new members and congratulate them on sticking together throughout the organizing process.

Morgan Foods

Robin Hosemer’s termination arbitration has been scheduled for May 23rd, 2013. The arbitrator in this case will be Elliot Goldstein. Robin was terminated on October 31st, 2012 for an alleged work rules violation on October 24th, 2012.



Agent Aubrey Cheatham with the FireKing Negotiating Committee



Aubrey Cheatham
Political Director & Agent
acheatham@teamsters89.com

Fire King

I am happy to report the membership voted overwhelmingly to accept the 2013 agreement at Fire King. The newly ratified four-year agreement includes cost protections on health insurance, increases in the hourly rate, and other improvements including an “emergency” vacation day and an optional “buy-out” of a vacation week. Negotiations began on March 20th and concluded on the 28th. Thanks to all the members who turned out to vote! I’d like to give a special thanks to Chief Steward Juanita Russell, Steward Darrell Russell, and Committee Member Constantine Kavgazoff for their hard-work.

Tony Elden’s arbitration at Fire King is to be heard on March 26th. I hope to report Tony will be back to work soon. I will also keep you posted on that as well.

Louisville Packaging

The Contract expires on May 17th. We had a proposal meeting the Union Hall

on April 13th. Thank you to all of you who submitted proposal sheets. This will help a lot. Negotiations start on April 29th and continue through May 10th. The Committee is Steward James Taylor and John Cowles. I will keep you informed on when we will conduct a vote. Let’s all hope for a good contract!



Roy Reynolds
Agent
reynolds@teamsters89.com

Hostess

I wanted to let all of the former Hostess employees know I have recently finished all of the bankruptcy paper work. All money owed was turned in and mailed to the court. When I hear anything more, I will let all of you know what the Court decides.

Bimbo Sara Lee Louisville - E-town

I would like to thank all of the members who came out to the contract extension vote. The vote was unanimous. I would like to thank union stewards Greg Aicken, Brandon Gavin, Chris Wiehebrink, and newly elected steward from E-town, Billy Arthur. Thank you for your help with the meeting.

The extension requires the Company to pay the pension up to a maximum of a ten percent increase in C-6 insurance. Anything above will be borne by employees. In addition, there was a .40 increase for the hourly employees each year of the extension. In agreeing to this, we are getting new cake (Sara Lee Sweet Baked Goods) on our routes at a reduced rate of commission of six percent on “full rack service” and “stale returns” and a three percent commission on “drop service/no returns”. This will be a two-

DIVISION REPORTS

year extension.

Lewis Brothers Bakery

I am happy to report we recently finished contract talks with Lewis at Teamsters Local 215. The new four-year agreement was accepted 19-9.



Jim Kincaid
Construction Agent
jkincaid@teamsters89.com

JeffBoat

I recently settled two cases in lieu of arbitration. Donnie Hargett’s case was settled and we were able to get Alian Figuredo returned to work. Often, it’s better if we can work out a case before going to arbitration especially if the outcome is a 50/50 shot. With arbitrations, there is often a surprising outcome which is not always favorable to the union member. Thank you to Jeffboat Chief Steward Ronnie Waiz for all his hard-work and for helping me get these cases resolved. I also want thank all the Jeffboat stewards and alternate stewards. You very often have a really tough job. I want you to know, this Local, your fellow Jeffboat Teamsters and myself really appreciate your hard-work.

Nugent Sand

We recently ratified an agreement with Nugent Sand Company. The contract contains a \$1.30 wage increase over three years, generous increases on their 401k contributions and increases boot and coverall allowance. In addition, the Company is obligated to maintain health and welfare contributions. We also made some gains in the contact language as

well. I would like to thank Bill Finn and Aaron Garner for the great job the did on the Negotiating Committee.

ABC Supply

The work has slowed down quite a bit, and unfortunately, there have been several layoffs. We are hoping the work will pick back up in the spring. I would like to thank Robert Osborne and Richard Stewart for the job they do and for keeping me informed on what is going on in the workplace.

Advance Ready Mix

Advance Ready Mix is looking for Class B drivers. I have been told they are looking for ten drivers in total. I appreciate Steward Russ Brooksbank and Assistant Mark Owens for their hard-work. You guys do an excellent job!

Hoosier Precast

Hoosier Precast just went back to work



Agent Jim Kincaid with Nugent Sand Negotiating Committee Members Bill Finn and Aaron Garner

this week after nearly everyone having been laid off since November. Hopefully, work will pick up much more this year. I would like to thank Steward Eugene Gates for keeping me informed. Good



Kevin Oliva
Freight Agent
koliva@teamsters89.com

Transport Drivers INC (TDI)

The employees of Transport Drivers Inc. ratified a new three-year agreement on January 19th. Road drivers received a .03 per mile increase over the life of the agreement and improvements in “delay time” pay. The local drivers and spotting employees received an increase in their base rate as well as a safety bonus. A special thanks goes out to Ray Keith and David Horsley for assisting in negotiations.

DIVISION & ORGANIZING REPORT

YRC Change of Operations Proposed
YRC Freight is requesting a multi-region change of operations in accordance with Article 8, Section 6 of the current National Master Freight Agreement (NMFA). This change of operations concerns the consolidation of twenty-nine “end of the line” terminal locations into existing operations. This reduces distribution center locations by three, reverses specified road primaries, and establishes a new relay location to reduce system miles.

The purpose of this change request is to increase density and load factor on line haul movements, to improve service, reduce empty milage, eliminate certain fixed costs (building and lease expense, management staffing, taxes, communication expenses, etc.) and improve efficiencies. If approved, the Louisville Terminal could lose ten local cartage positions and gain four road driver positions. We will have several objections to this change when we meet with the Company.



Chris Alford
Bowling Green Agent
calford@teamsters89.com

2012 was a very successful year at the negotiating table for Bowling Green. New collective bargaining agreements with Kapstone, Equity Group, Fort Dearborn, and Spirit Services were approved providing security for the membership until 2015. As we have turned the page to 2013, I personally look forward to accomplishing the same tasks this year at Android and MAHS, two groups which were formerly known as Bowling Green LOC. We have agreed to enter into early negotiations with both companies. The

primary customer for both facilities is the Corvette plant. As this is a “model change” year, Android and MAHS will experience some downtime and layoffs during the transition. I ask everyone to encourage all the members of both of these facilities to remain focused and expect a great contract in 2013.



Kevin Evans
Agent & Chief Organizer
kevans@teamsters89.com

Atlantic Aviation

Congrats to our new members at Atlantic Aviation! Recently, the first Teamster contract for our new members at Atlantic Aviation was unanimously ratified. A Local 89 “thanks” goes out to Committee members Johnny Hikes, Bobby Reed & Jeff Troutman. These Teamster brothers not only assisted in the negotiations, but also served on the organizing committee.

The contract addresses seniority issues, double-time on 7th day, guaranteed annual wage increases, bidding rights and adequate staffing. The Company



Atlantic Aviation members talk with Organizer Kevin Evans prior to their first contract vote

has hired seven new employees since ratification to relieve mandatory overtime. Brother Troutman has accepted the role of steward and I look forward to working with him and our new members.

Harrah’s Horseshoe Casino

At press time, we are currently in negotiations in regards to economic issues for our members at Harrah’s. We have a very good committee with years of experience and we are expecting negotiations to address our members concerns.

Rush Trucking

The NLRB is investigating the ULP’s and objections we filed a few months ago. We expect a good decision from the Board to get our members a fair election without harassment. The NLRA was designed to protect workers’ rights and we will therefore exhaust all measures to protect those who choose to exercise their federal right to organize.

Thanks to Driver Alan Barker for his efforts and leadership in helping his co-workers.

POLITICAL OPERATIONS

Political Report by Aubrey Cheatham

As you may know, there was a bill introduced in the Kentucky State House this year attempting to pass “Right-To-Work” legislation. I’m pleased to report the bill received very little support and didn’t obtain a vote in committee. There were several hundred labor leaders and union workers from all over the state in attendance at the hearing. Teamsters Local 89 had a good showing as well. I’d like to thank Jay Dennis and James Deweese of Local 89, Teamsters Bill Miller (Zenith), Rick Stevens (Jeffboat), Jason Fuller (UPS Air District) and retiree J.R. Botkins for attending.

Another fight against Right-To-Work(for less) may come again next year. Therefore, we need to get ready! We will have a number of events and meetings surrounding the next election cycle. As always, we must support labor friendly candidates. Our involvement in all these levels of government is very much needed to protect our rights as working Americans. Please contact Jay Dennis, James DeWeese or myself if you would like to help out!

You may have seen the Courier-Journal article regarding House and Senate bills concerning expungement. President Zuckerman and Local 89 are in support of “common offenses laws” that would allow a person to get their record expunged of minor offenses. This could include non-violent crimes, allowing a person, under certain conditions, to get their voting rights restored. Jay and I spent several days in Frankfort in support of two such bills in the House and Senate; Senate bill 79 and House bill 57. We also sent the entire General Assembly and the House Judiciary Committee faxes, emails and letters in support of laws allowing expungement for minor offenses which are of a non-violent nature. An expungement bill was finally passed in

the form of Senate Bill 78, which is a sort of “compromise” bill addressing many of issues contained in HB 57 and 79.

Political Report by Jay Dennis

As also covered in Aubrey’s article, In February, anti-worker politician Jim DeCesare (District 21) filed several bills attacking Kentucky workers. Fueled by outside interest groups such as the National-Right-to-Work Committee, DeCesare sought to send the Commonwealth into the dismal economic conditions in the South by introducing union busting legislation known as “Right-to-Work.” In addition, Representative DeCesare chose to attack prevailing wage and project labor agreements.

Though the bills were withdrawn prior to reaching the Labor and Industry Committee of the Kentucky House, a hearing was held to give a forum to those who opposed or supported the bill. Solidarity within the Labor Movement prevailed, with supporters of Kentucky workers filling the hearing room to capacity. DeCesare, on the other hand, was joined by less than ten supporters. He was joined in testimony by the director of the National Right-to-Work Committee of Kentucky, an outside special-interest group concerned only with advancing the anti-worker agenda of corporations and the super-wealthy.

I would like to thank Agents Aubrey Cheatham and James DeWeese along with my friends and brothers Bill Miller, Jason Fuller, Rick Stevens and J.R. Botkins. I would also like to thank all our sisters and brothers throughout the labor movement for standing together against this attack on Kentucky working families. And certainly, we cannot thank enough all of the lawmakers in Frankfort who stood by the workers of the Commonwealth.



Unions and supporters at the House of Representatives Labor and Industry hearing

Southern Indiana

For the past few years, politicians in Indiana have waged war on working Hoosiers. In both the 2011 and 2012 sessions, anti-worker lawmakers attacked years of progress in the workplace, culminating with the passage of so-called “Right-to-Work” legislation. As you most likely know, Local 89 was heavily involved in the resistance to the passage of “No Rights At Work”, spending months working toward preventing the bill from moving to the Governor’s desk.

While pro-worker lawmakers and organizations did not prevail, it did create a more solid labor movement in Indiana. It is imperative our organizations and supporters stay involved in the political process in Indiana to help reverse the damage done over the past few years and to prevent more legislative attacks. Though our political operations in Southern Indiana in 2012 were of moderate success in the election of pro-labor candidates, most of our endorsed candidates came close to beating firmly entrenched incumbents. We need to keep this momentum going in the next election cycle to ensure Indiana once again belongs to working families. 2014 is quickly approaching. If you would like to help out, let us know.



**“Union members are being
attacked all over our country.
As brothers and sisters we must
stick together to win this fight!”
Steward Clay Compton, Louisville Centennial
Hub**

You Delivered... Will UPS?

The Fight for a Fair Contract in 2013

Throughout Local 89, Teamsters have rallied in support of their union in on going negotiations with UPS. Members in both the Ground and Air systems have resoundingly rejected attacks on the wages, benefits and working conditions they have earned through their years of dedication and hard-work. Sparked by outrage over the Company’s demands, Teamsters across the UPS system are showing ever growing solidarity. The membership is engaged and active galvanized in its resolve to obtain a fair contract which recognizes they have made UPS one of the most healthy companies in the world. Indeed, the struggles of UPS workers are many, ranging from excessive overtime in the Ground to nearly perpetual part-time status in the Air District to the harrasment and safety violations seen throughout the company.

Ground Teamsters in Local 89’s jurisdiction are largely covered under the National Master Agreement and the Central Region Supplement, both of negotiated by officials outside our local leadership. While Air Teamsters also fall under the National and Central, they are unique in their coverage under the Louisville Air Supplement (often referred to as the “Air Rider”). The Air Supplement is negotiated by Local 89 officials and a committee of rank-and-file Teamsters. UPS Freight is covered under the UPS Freight Agreement which expires on July 31, 2013 along with National Master and all supplements.

Despite the centers in which they report or where they fall under the “UPS banner”, Teamsters are standing strong against these unwarranted attacks on their families, their co-workers and themselves. The solidarity shown by the Membership is growing exponentially stronger with every unreasonable demand and with every passing day without a fair agreement. Make no mistake, in this fight, both part-time and full-time workers are united. Teamsters are now proclaiming “enough is enough” to the divide and conquer strategy of the company. UPS has used internal division as a weapon against its workers for far too long. Teamsters are marching in unison toward their common interests. UPS must deliver what is fair to the thousands of workers who make its success possible!

UPS MEMBERS FIGHT

Air District Teamsters Fight For a Fair Louisville Air Supplement

The UPS Air District (also known as Worldport) is workplace to thousands of Teamsters. Day and night, these hard-working women and men move the hundreds of thousands of packages and volume necessary to make the customer happy and, as a result, make the company billions in yearly profit.

The Air District is by far the largest of its kind in the UPS system, making it unique among the company's air operations. With the District's great size goes a different set of work rules requiring a "supplemental" agreement to govern the workplace. While most of the Air Operations throughout UPS fall under Article 40 of the National Master Agreement, Air District Teamsters enjoy much wider-reaching and solid work-rules through the supplement which are absent from from the National language. Double-time for holidays, for instance, is not guaranteed in Article 40. Despite its superiority to the National Agreement's Air language, the Louisville Air Supplement requires "opening" during negotiation cycles to ensure it is addressing the current and future needs of Air District Teamsters.

Preparations for negotiations

for the 2013 Agreement began in summer of 2012 when the membership submitted proposals at a series of meetings at the Union Hall. The Air District had evolved over the life of the current five-year agreement and the membership's proposals reflected the need to address these changes. In the months that followed, the Negotiating Committee met to discuss strategy and to refine the hundreds of proposals submitted in member meetings. As a result, the Committee showed the utmost preparation when talks began with the Company in November.

The Union remains in talks with UPS. While the Committee has stood firm in its commitment to the membership to deliver a good contract, there has been very little movement on the part of the Company. Throughout the many weeks of allotted meetings, UPS has rarely engaged in actual "face-to-face" talks with the Union. As the Committee continues its strong effort to move toward an agreement, UPS management seems to be taking an approach which is disrespectful to not only its employees, but its loyal customers and stock holders as well.

To build solidarity and to get the membership prepared to make an educated and informed decision when it comes time to vote on the Louisville Air Supplement, Local 89 has increased its communication to "spread the word" on the progress

of negotiations. Through a strong steward system and usage of social and traditional media, your Union is prepared to transmit any developments to the membership which may be of concern in the months prior to contract expiration. Please stay informed and educated on the progress of negotiations at:

www.teamsters89.com
www.facebook.com/teamsters89
www.twitter.com/teamsters89

You can also get updates and further information by approaching your area steward or business agent.

2013 Air Supplement Negotiating Committee Members

President Fred Zuckerman
Secretary-Treasurer John Bolton
Trustee Paul McIntosh
Brian Hamm
Craig Burns
Vinnie 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
Jay Dennis

FOR A FAIR CONTRACT

Ground Teamsters Rally in Solidarity Against Proposed Cuts by UPS

On February 21st, Local 89 Teamsters at UPS joined with their brothers and sisters from around the country in a number of "job actions" against proposed healthcare cost increases by the Company. From Bowling Green to Campbellsville to Louisville to Clarksville, members voiced their opposition to the company's demand to make its workers, many of whom are part-time, pay up to \$90 per pay check for a healthcare plan which is currently "no cost" under the existing agreement.

Stewards and shop-floor leaders organized and mobilized their fellow members in actions ranging from information distribution to parking lot rallies. Louisville Centennial Hub stewards were instrumental in gathering their fellow Teamsters for an early morning parking lot job action. Through the visibility and vocal protests of LCH workers, the Company was put on notice Local 89 Teamsters would not stand for these attacks on the healthcare of themselves or their families.

Teamsters made UPS the healthy company it is today and will continue to do so in the future. Our members in brown are very much the public face of

the company and have developed the relationships needed to establish long-term customer loyalty. The level of disrespect seen in such proposals does a great injustice to the workers who have built UPS. These benefits are not entitlements, but earned as compensation for the many hours of hard-work and dedication of UPS workers.

Part-time UPS Teamsters Speak Out

Throughout the UPS system, workers are fed up with the multi-billion dollar company's unreasonable demands and its model of near-perpetual part-time employment. Teamsters believe years of service and dedication should eventually pave the way to a livelihood which can sustain the individual and the family. UPS has built a very large portion of its financial empire on the backs part-time workers. These men and women often fall near or below the poverty line while working for a company bringing in billions in yearly profit.

With UPS largely resisting the creation of full-time jobs and its proposal to gouge its workers in healthcare costs, the Company is doing nothing more than attacking the livelihoods of a group of Americans often struggling in this "New Economy".

In the Air District, for example, a part-time worker will wait well over a decade for an entry into the full-time ranks. This model holds workers in the uncertainty of fluctuating pay and hours, creating near financial chaos for many. While the general public sees the fair pay of the package car driver, rarely are they aware of the workers barely making "ends meet" while moving millions of packages through the UPS System daily.

Americans became aware of the plight of part-time UPS workers during the Strike of 1997. The public sympathized with these strong men and women who had taken a stand against a company and a system which held prosperity so far out of reach. Local 89 has taken measures to educate the public, if necessary, to again raise awareness of the company's treatment of its part-time employees.

UPS part-time workers are dedicated to helping the company remain the best in the shipping industry. It is time UPS rewards these hard-working Teamsters for their dedication to its continued success. Neither in nor out of the workplace, life as a part-time UPS worker is far from easy. It is important that all Teamsters stand together with their brothers and sisters to ensure these workers see the benefits of their labor and secure a more solid livelihood.

OUR MEMBERS



Agent Chris Carter addresses the membership after being honored for his long and distinguished career representing the membership at UPS

UPS Ground Agent Chris Carter Retires After Long And Distinguished Career

After decades as an active and involved Teamster both on and off the shop-floor, Business Agent Chris Carter has retired. In a career beginning at UPS in 1979, Chris applied his tireless work-ethic and dedication to his fellow members eventually rising to the position of steward. In 2005, Chris became a UPS Ground Agent at Local 89. In this position, he has won hundreds of grievances and has helped improve the livelihoods of thousands UPS members and their families.

We wish our colleague, our friend, and Teamster brother a great retirement. His enthusiasm and warm personality along with his leadership, dedication and knowledge will be missed by Local 89 staff and membership. Chris is, and has been, a great asset to your union and his work at making this a better, more effective, organization cannot be recognized enough. Thank you Brother Carter. We know you won't be a stranger!



A Tribute to Former Local 89 Business Agent Chuck Priddy by Kim Priddy Wolfe

It comes with great sadness that I have to report the passing of my hero, my Dad, Chuck Priddy on January 19th, 2013. Dad was not only a great Husband, Dad, and Papaw; he was a proud union man. Dad became a Teamster in 1953 and worked at various freight companies such as IML, Hoover Motor Express and Ryder Truck lines. In 1978 he was asked to come to the Union Hall as a business agent where he represented many companies, mainly in the Construction Division. Dad always felt like it should be a win-win between the union and the company.

I have often been told stories from members, company personnel and retirees of what a fair man Dad was, and how he was always there when a member needed him with no questions asked. Dad always gave 110% and was always ready to help those in need. For fifteen-plus years, Dad organized the Food Basket Program for our laid-off and disabled members and retirees in need.

In 1988, Dad became a Trustee for Local 89, another position he took great pride in. He retired in 1993 after 40

years of service but still remained active as a retiree. Dad became President of the Retiree Chapter of Local 89 in 1999 and remained in that position until his death.

Dad was a man of great character whose honesty, friendliness and humor touched the lives of many. He will always be remembered for bringing out the best in those around him. Rest in peace Dad...you will always remain in our hearts.

Work Together.... Pray Together

Prior to the start of their daily routes, UPS drivers out of the Campbellsville Hub join in prayer to ask for help for their fellow members, the community and the safety of those traveling the rural roadways in the surrounding countryside. Drivers in Campbellsville have an excellent safety record with over one million safe driving miles. Steward Terry Daffon, a daily participant, credits the center's accident free routes to their daily prayers.

These Teamsters at Campbellsville Hub have and even greater bond beyond that of co-worker. These drivers make it a point to keep all in their thoughts and prayers, both in and out of the workplace. We can all admire the brotherhood and solidarity seen in these brothers.



Teamsters Jeff Newton, Steve Jains, Kevin Grimes, Tommy Hall, Steward Terry Daffron and Ground Agent James DeWeese join in prayer prior to the start of the work day



2013 Teamsters Local 89 Scholarship Application

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. No student shall be eligible for more than one scholarship. 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.

HIGH SCHOOL SENIORS ONLY. Do not apply until your last year of high school. Applicant to complete items 1 through 11.

1. Name: Last _____ First _____ Middle Initial _____

2. Address: _____ Street _____

3. Telephone: _____ 4. Date of Birth: _____

5. Sex: Male (☐) Female (☐) 6. Social Security Number _____

SCHOOLING

7. _____ Name & Address of High School You Are Attending _____

8. Expected Date of Graduation: _____

9. What College do you plan to attend? _____ College name _____

Have you applied? Yes (☐) No (☐) Have you been accepted? Yes (☐) No (☐)

FAMILY

10. Full Name of Teamster parent: _____

Social Security Number: _____

Place of Employment: _____

Relationship of Teamster parent to Applicant (Choose One)

a (☐) Father: _____ b (☐) Mother: _____

c (☐) Other please specify _____

11. Signed _____ Teamster Member _____

Date _____

Signed _____ Applicant _____

Date _____

Upon completing items 1 through 11 above, forward this completed application to:

Teamsters Local 89

ATTENTION: SCHOLARSHIP FUND

3813 Taylor Blvd., Louisville, KY 40215

DEADLINE: MAY 31, 2013

Keith Phillips Memorial Bass Tournament

DATE:

SATURDAY, SEPTEMBER 28, 2013

PLACE:

ROUGH RIVER LAKE – NORTHFOLK RAMP

TIME:

6:30 A.M. CENTRAL TIME OR SAFE LIGHT

Entry fee: \$40 per team plus \$10 Big Bass Fee

DEADLINE:

Friday, September 27, 2013– No Late Entries

Cash only after September 20, 2013

RULES & REGULATIONS

1. Pay back will be one position based on every 10 boats. 100% less expenses.
2. One person of each team must be a union member or a working member of this tournament.
3. Safety: Each contestant shall wear a coast guard approved life preserver when gas motor is running.
4. Sportsmanship: All contestants must show courtesy to others. 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 ten (10) fish per team. All bass must be 15 inches or more in length (including small mouth). No dead fish will be weighed.
6. Lake will be off limits after 5:00 p.m. on Friday, September 27, 2013
7. Takeoff positions will be in the 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 5:30 a.m. on Saturday, September 28, 2013.
10. Pre-tournament meeting will be held on water at 5:45 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 2:30 p.m.
12. Tie: In case of a tie, the two positions will be divided evenly.
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 damages, claims demands, costs or expenses relating to injury or 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 an automatic disqualification from the Big Bass and Team Bass tournament.
18. All boats putting in 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.

Keith Phillips Memorial Bass Tournament ENTRY FORM

Union Member's Name _____

Telephone (_____) _____

Social Security# _____

Member's Company _____

Partner's Name _____

Mail entry form and \$40 entry fee (plus \$10 Big Bass fee) to:
Teamsters Local 89, attn. James Burton or Angela Harris
3813 Taylor Blvd., Louisville, Kentucky 40215
Please make checks payable to:
JAMES BURTON TEAMSTER TOURNAMENT DIRECTOR

Entry MUST be received by Friday, September 20, 2013

UPS STEWARDS SPEAK OUT



“If we stand as one, then nothing can knock us down”

Steward Dorothy Laun, LCH.



“I have seen so many increases in this company in the past 26 years. Profit margins, technology, work loads, harassment, all these having increased. On the other hand, pension and healthcare have not increased. It’s now or never brothers and sisters. We must stand United!”

*Steward Terry Deffron -
Campbellsville Package Car*



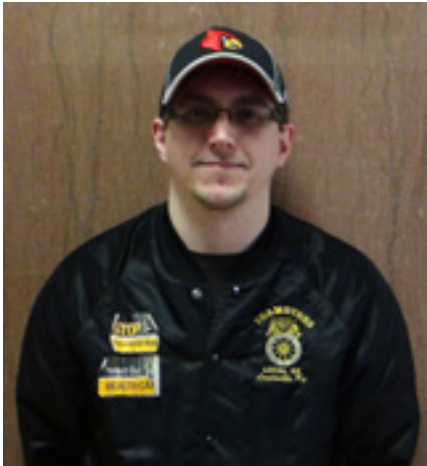
“Solidarity is and should be one of the most important words for all union members both before, during, and after contract negotiations. Without Union Solidarity we have nothing. UNITED WE STAND DIVIDED WE FALL!”

*Steward Raphael Harvey,
LCH Package Car*



“I would like to see the elimination of subcontracting loads that used to be performed by our members and also improvements for the casual workers including vacation and benefits equal to the full-time workers.”

Steward Brian Johnston, UPS Freight



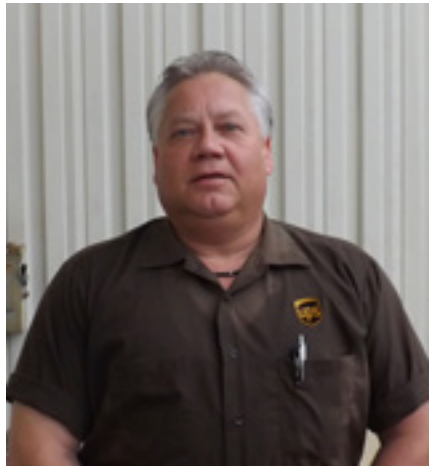
“As a 3-hour employee on the negotiating committee, I am proud to say Local 89 is fighting hard to win strong language for our 3-hour workforce. We must all stand united - three, six and eight hour workers - to make sure our voices are heard and to establish the strongest supplemental contract ever seen.”

*Steward and Committee Member
Stephen Piercey, UPS Air District*



“It’s our duty as seasoned union members to show, by example, the importance and strength of solidarity to the next generation of teamsters.”

Steward Patty Allgeier, LCH AM Sort



“Good pay for new hires is good for all teamsters. We built this company for the future. Let’s keep the standards up for everybody.”

*Steward Ron Carpenter,
Bowling Green Feeders*



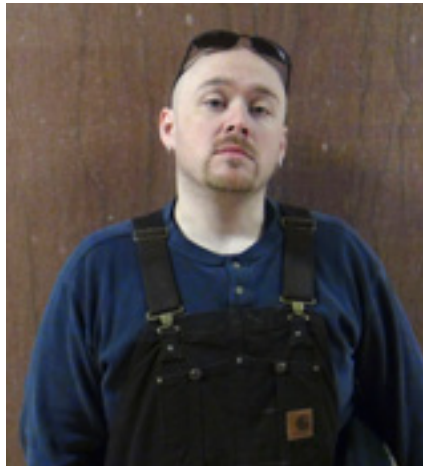
“The only way to get a fair contract is to stay united. Be strong and stay strong.”

Steward Eddie Wilkie, LCH Package Car



“With this contract, part-timers need to stick together to get the pay and respect they deserve. Full-time UPS workers are with you all the way!”

*Steward Dave Simmons,
LCH Package Car*



“We need to stay strong. The committee is working hard and we’re going to get the contract we deserve.”

*Steward and Committee Member
Joe Sexson, UPS Air District*



“Our union has given us a voice. The time is upon us to use this voice. Our silence will not protect us.”

Steward Brook Monroe, Clarksville Hub



“As a committee, we are standing together to fight for a good contract.”

*Steward and Committee Member
William Mack, UPS Air District*

UPS STEWARDS SPEAK OUT

CONTRACT VICTORIES

Nugent Sand Teamsters Overwhelming Approve Contract

Nugent Sand Teamsters ratified their 2013 contract in a 10-2 vote on January 30th. The new agreement includes improvements to the members’ no-cost Central States health insurance and increases in retirement through a 100% contribution to the 401k plan. In addition, wage increases were gained along with additional opportunities for time off.

Chair Jim Kincaid wants to thank Negotiating Committee members Aaron Garner and John Finn for their excellent job in reaching a deal worthy of acceptance by their fellow Teamsters. Both were highly pleased with the agreement which, in just two days, was negotiated and ratified.

Thank you to all our Nugent Sand brothers for participating in this important vote and exercising your democratic right as a Teamster members!

Teamsters At TDI Ratify Agreement

On January 19th, TDI Teamsters ratified their 2013 agreement in an 11-4 vote.



Nugent Sand Teamsters meet prior to casting their vote on the 2013 contract

Members will receive increases in the milage rate, hourly pay after ten hours, and reduced delay-times among other improvements.

Chair Kevin Oliva would like to thank Chief Steward Ray Keith and Assistant Steward David Horsley for their dedication to service and hard-work as members of the negotiating committee.

IMI Members in Scottsburg, Salem, and Madison Locations Vote Overwhealmingly to Accept 2013 Agreement

On March 18th, IMI members voted 8-2 to accept a new agreement covering Scottsburg, Salem and Madison locations. The new three-year contract contains wage increases, preservation of healthcare benefits, and needed changes to work rules.

Chair Jeff Cooper and Co-Chair Jim Kincaid would like to thank all those who attended the meeting and cast their ballots. A special “thank you” goes to the Negotiating Committee for all their hard-work and dedication to their fellow Teamsters.

IMI Negotiating Committee for 2013
Scottsburg, Salem and Madison Contract:

Chad Wingler
Ronnie Rachel
Dave Long
Chair Jeff Cooper
Co-Chair Jim Kincaid

Bimbo-Sara Lee Teamsters Vote to Accept Two Year Extension

Members at Bimbo-Sara Lee throughout Local 89’s jurisdiction voted unanimously to accept a two-year extension to their existing contract. The extension maintains current levels of healthcare under Central States and increases for workers paid an hourly rate. Members voted in separate meetings over the past two weeks at Local 89 and in Bowling Green.

Bimbo-Sara Lee seeks to move into the “cake” market filling the void left by the dissolution of Interstate Brands. The vote to extend the contract is intended to give the company the ability move into this new area of business while providing more job security to its Teamster workers.

Agent Roy Reynolds would like to thank all those who came out to cast their ballot in this important vote. Thank you for your solidarity!

Ryder Bluegrass Teamsters Vote Unanimously to Accept Historic First Contract

On February 2nd, workers at Ryder Truck Rental’s Bluegrass Park Location voted unanimously (8-0) to accept their first agreement since voting to join Local 89 in August 2012. The three-year agreement includes (among other gains) significant wage increases, premium pay language,

CONTRACT VICTORIES

shift differentials, sick-days, and tool insurance, along with bereavement, jury duty and “on call” pay. A non-discrimination clause, seniority rights, and a grievance procedure are also contained in the contract.

Prior to acceptance, Ryder employees were “at-will” having very little defense in the case of unjust or arbitrary discharge. These Teamsters now have “just cause” language along with grievance and arbitration procedures as a recourse to unjust termination. This provides, along with other language, the stability of a good and fair union contract and the job security workers need to maintain a quality livelihood for themselves and their families.

In standing in solidarity with sisters and brothers in our organization and those throughout the labor movement, a “picket” provision is also included prohibiting the employer from discharging Ryder Teamsters who refuse to cross any lawful picket line of a union.

Chair Rick Curtis would like to thank Eugene Braden for all his hard-work and dedication in helping reach this historic agreement. Thank you to all our Ryder Bluegrass brothers who participated in this crucial vote.



Ryder Bluegrass workers cast their first votes as Teamsters



The IMI Negotiating Committee on the final day of talks



Bimbo/Sara Lee Teamsters vote on contract extension

IN MEMORIAM

Our thoughts and prayers go out to the families of the members and retirees who have recently passed.

John Hodge - ABC Freight
Raymond Hart Jr. - Duff Truck Line
Ernest Conway Jr. - Rollins Transport System
Edward Hollis - Conner Mfg. Company
Carmel Keith - Refiners Transport
Billy Arbuckle - Smith Transport
Robert C. Miles - Kroger
George E. Miller - Nation-wide
Greg St. Clair - Morgans
Thomas Vegelles - Duff Truck Line
Duane Shaw - Mitchell Transport

TEAMSTER MADE!

Congratulations to Our Newest Additions to the Teamster Family!

UPS

Dave DeSilvey - Baby Girl
Herbert Koninger - Baby Girl
Dane Smith - Baby Boy

Transervice

John Paul Blanton - Baby Girl

Southern Standard

Brandon Strumble - Baby Girl

And a congratulations to Jeffboat Teamster Jeanie Slone on becoming a Grandmother to a happy baby girl named Ellie Maria born April 2nd!

CONGRATULATIONS TO OUR RETIREES!

Bimbo Bakeries

David Adams
Brenda Phelps

Interstate Brands

Suzanne Stevens

Jack Cooper

Ronald Bailey
Robert Gipson

Jeffboat

Don Lopp
Joe Nally

Leaseway

Larry Fridley
Riverside
Gene Devine

USF Holland

Richard Bube

Zenith

Allen Shuck, Jr.
Ron Taylor

American Greetings

Carroll Arnold
Emmett Greenwell
Lavita Hagan



Union Workers Appreciation Night at Bowling Green Ballpark

Saturday, May 11 | Game Time: 7:05 PM
vs. Lake County Captains (Future Cleveland Indians)

Come out with Teamsters and enjoy a fun night out with family, friends, co-workers at Bowling Green Ballpark!

> TICKET INFORMATION

- There will be a special \$7.00 box seat ticket rate for Teamsters members, family and friends.
- For more information, contact Chris Alford at calford@teamsters89.com or 270-842-9084.



> SPECIAL GAME OPPORTUNITIES

- Teamsters members, family and friends will be seated together while enjoying the Hot Rods game.
- Teamsters will have one pre-game first pitch.
- Teamsters attendees will have the opportunity to participate in in-game promotions.
- Enjoy the BEST FIREWORKS IN SOUTH CENTRAL KY after the Hot Rods game!



Deadline: Please return order form(s) & payment by Wednesday, May 8.

BGHOTRODS.COM **270.901.2121**  

For more information please contact Hot Rods Coordinator Mike Mariano: by phone at 270.901.2121 ext. 203 or by email at mmariano@bghotrods.com

NAME _____
ADDRESS _____ CITY _____ STATE _____ ZIP CODE _____
PHONE NUMBER _____
FBI NUMBER _____
CREDIT CARD NUMBER _____
Return to Chris Alford Please note checks payable to "BGF 2014"

WITHDRAW CARD REQUEST

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

Enclose 50¢ check, money order or coin

Name _____
Social Security Number _____
Phone Number _____
Address _____
City _____ State _____ Zip _____
Company _____
My Last Day of Work _____
Reason for requesting Withdraw _____
Date _____
Signature _____

Kings Island

UNION DAYS at Kings Island

**SPRING
TICKETS
\$18.00
Valid Weekends
In May**

**Spring
and
Summer**

**SUMMER
TICKETS
\$22.00
Valid
July 1-31**

**Admission tickets include
the amusement park and
waterpark, Soak City!**

**Tickets available at
the Union Hall.
For more information,
please contact Local 89
at (502) 368-5885.**

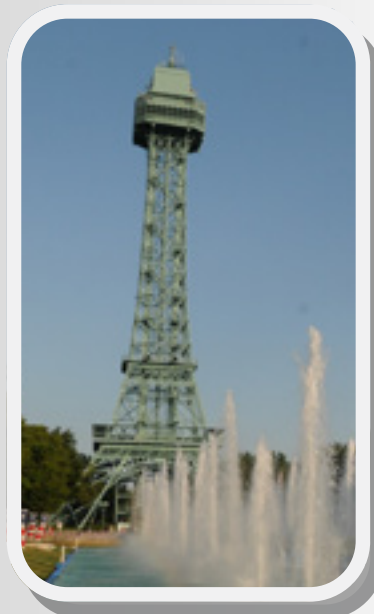
**Tickets must be paid for
in Cash Only please.**

Parking: \$8.00

(Regular Adult Admission is \$54.99 & Regular Parking is \$12.00)

513-754-5700

www.visitkingsisland.com





A NEW LOOK TO YOUR UNION HALL

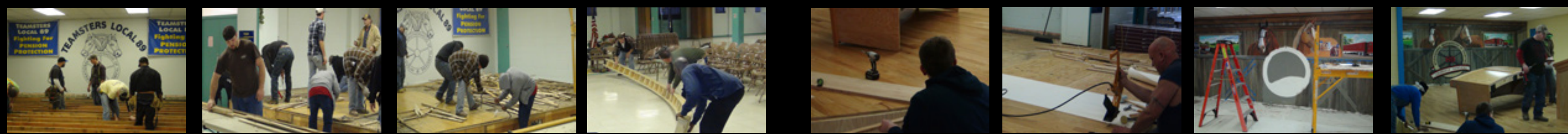
If you attended March's General Meeting you couldn't help but notice the great improvements made to the basement of your union hall. The overdue "make over" was the result of months of planning and work intended to provide a better place for the membership to meet. The renovations included a more modern look and upgrades such as a new paint job, a new stage and podium area, and high quality audio/video system. All of these improvements will be of great benefit during contract meetings and other events.

The labor was donated by the Indiana/Kentucky Regional Council of Carpenters Joint Apprenticeship and Training Fund under the guidance and instruction of instructor Joe Schnieders. The amazing mural work was provided by Glenda Kraus. Thank you!

Top: The completed mural painted behind the stage in the basement

Right: President Fred Zuckerman and Legal Counsel Rob Colone discussing the project with Joe Schnieders

Bottom: Photos of the build from start to finish



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

Non-Profit
U.S. Postage Paid
Louisville, KY
Permit No. 406

**2013 PAUL PRIDDY
MEMORIAL GOLF SCRAMBLE
SATURDAY, JUNE 1st, 2013**

TIME: 7:00 A.M. - COST: \$50.00 PERSON/\$200.00 TEAM
TO PARTICIPATE PLEASE COMPLETE & MAIL THE FORM BELOW
LIMITED TO FIRST 32 TEAMS

I would like to participate in the 2013 Scramble

Members Company_____

A. _____

B. _____

C. _____

D. _____

Mail completed entry form & fee to
Teamsters Local 89
Attn: Kevin Oliva
3813 Taylor Blvd, Louisville, KY 40215

MAKE CHECKS PAYABLE TO KEVIN OLIVA

