



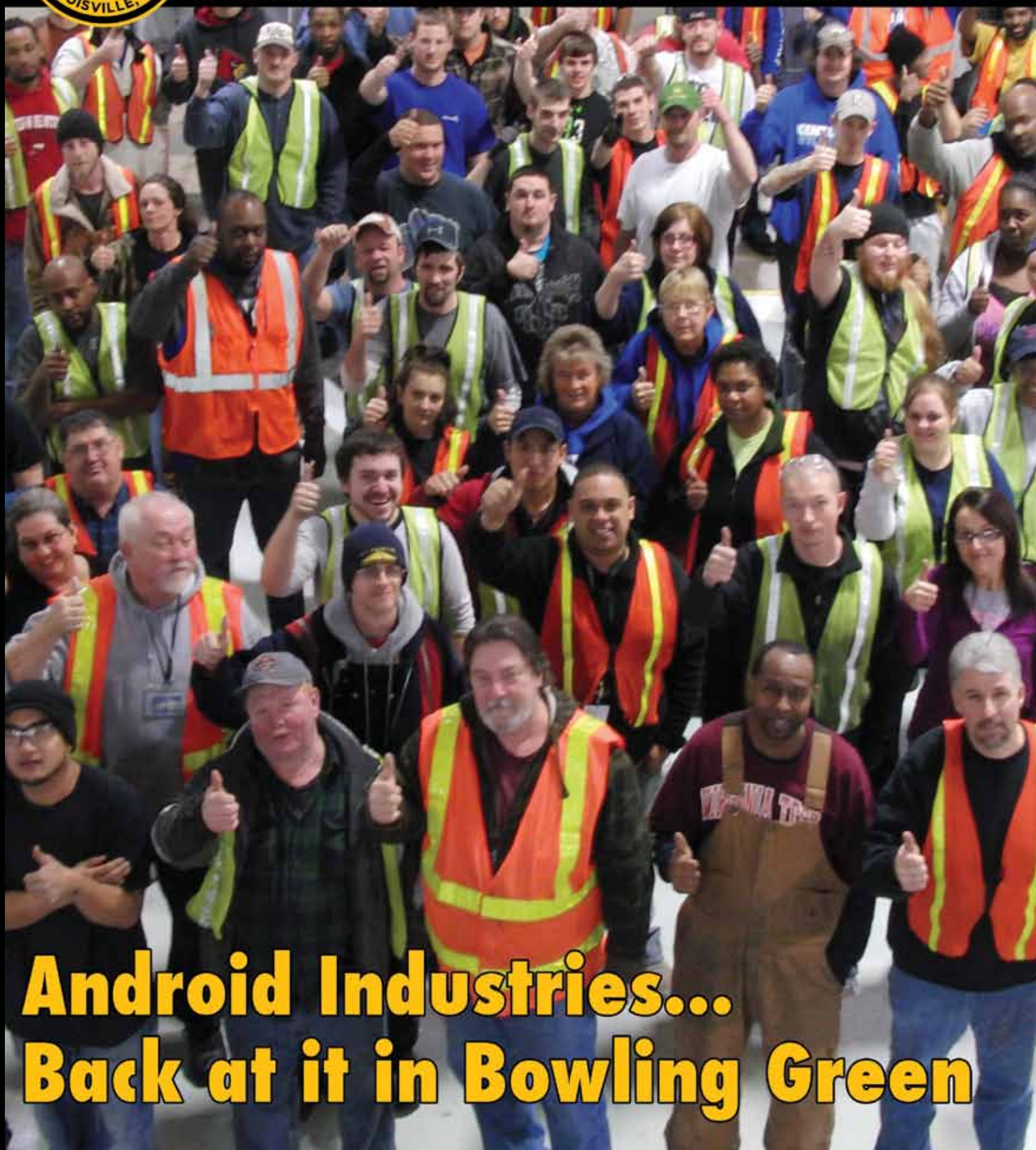
The Official Publication of the International Brotherhood of Teamsters Local 89

Teamsters

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**Android Industries...
Back at it in Bowling Green**

Report to the Membership

By President Fred Zuckerman



Another Victory At Voith—Welcome Back Sisters!

In January, a decision was issued in a complaint filed by the National Labor Relations Board against Ford contractor Voith Industrial Services. It was found the company had violated the National Labor Relations Act on multiple occasions including the unjust termination of Teamster sisters Kelly Stein and Patti Murphy. As detailed in the Decision, the termination was clearly reprisal for the two's support of Local 89 in the ongoing battle with Voith and the leadership of UAW Local 862. Both Kelly and Patti were rewarded back pay and pension, and an order was issued to put the two back to work. We have contacted Voith and demanded they be immediately reinstated. Please visit www.teamsters89.com for more details and to access the decision.

UPS Air

We understand the frustration that many of you faced during the past months without a settled contract. However, at press time, we should be back in negotiations. We are fully prepared to resume talks and we will continue to work diligently on your behalf. This has been a long process, but it is a worthy fight to win the fair contract you deserve as Air District Teamsters!

UPS Freight

The UPS National Master Freight Agreement passed in an nationwide “walk-in” referendum. However, Local 89 members stood strong against this concessionary agreement. In a strong rebuke against Chief Negotiator Ken Hall's failed leadership, our members, once again, voted down the contract by 79% (92-7). Thank you to all who came out and stood in solidarity against this dangerous agreement.

YRC Extension

Members at Local 89 voted to reject a proposed extension at YRCW. Despite this overwhelming rejection by our local membership, these concessions passed nationwide. I am very proud of our Local 89 brothers and sisters as well as the thousands of Freight Teamsters across the country who said NO to more company bailouts!

New Contracts at PalFleet, IMI and Prescottech

I want to congratulate members at PalFleet, IMI Horse Cave/Glasgow and Prescottech on their new contracts. All three contracts were unanimously accepted. It is always great to see members participating in the negotiation and ratification process. We appreciate all those who attended!

I also want to thank and congratulate PalFleet Teamsters Chris Ragland and Ed Sneed in their recent election as steward. We look forward to working with you in representing your fellow members! Thank you for stepping up!



President Zuckerman speaking with American Greetings Chief Steward Pam Vaughn and member Patty Thornsberry

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Roy Reynolds

Bowling Green & Surrounding Areas
Chris Alford

CONTRACTS

PalFleet Teamsters Ratify New Three-Year Agreement

In January, PalFleet Teamsters unanimously ratified a new agreement in a 19-0 vote. The new contract includes significant wage increases, enhancements to insurance including dental and vision, a strengthened grievance procedure and beneficial changes to the tardy and attendance policy.

Following the contract ratification vote, two steward elections were held. We would like to congratulate stewards Ed Sneed and Chris Ragland (both of whom were on the negotiating committee) in their victories. We look forward to working with you both. Thank you for stepping up to represent your fellow Teamsters!

Thank you to all the members who came out to vote on their contract!

New Prescottech Owners Agree To Recognize Teamsters Local 89—New Three-Year Agreement Ratified

On Feb. 10th, Prescottech Teamsters unanimously ratified a new three-year agreement, which maintains wages and Central States Insurance. This comes as a relief to Prescottech members, as the future of the company was uncertain after it was sold to Unique Fabrications. However, Agent Ben Bramble and Chief Steward Steve Wible worked to obtain the company's recognition of Teamsters Local 89 as the exclusive bargaining agent of its employees.

We want to thank all the members at Prescottech for their solidarity through those uncertain times. Thank you to Chief Steward Wible for all his hard work on behalf of the membership.



PalFleet Negotiating Committee Members Ed Sneed and Chris Ragland strategize with Agent Aubrey Cheatham

IMI Glasgow and Horse Cave Teamsters Ratify New Agreement

On January 28, IMI members from the Glasgow and Horse Cave plants voted unanimously to accept a new three-year agreement. Among other enhancements, the new contract includes substantial wage and boot allowance raises, enhancement to work rules, and increases to the dollar amount in which workers can be disciplined for an accident.

The Local 89 Executive Board would like to thank the members who came out on their day off to vote on their contract. A special thanks goes to negotiating committee members Mike Hoy and Jim Runyon. We appreciate your hard work and solidarity!

Legal Report

By Local 89 General Counsel Robert Colone

Undoubtedly the solicitation of grievances from members is a legally protected activity under the National Labor Relations Act. However, there is a widespread notion that stewards are not allowed to approach a member in an effort to notify that member of his/her right to file a grievance. Do not fall prey to this notion. Similarly, it is commonly believed that stewards must wait until employees bring the complaints to them. Again, the law states otherwise. The only prohibitions to grievance solicitations occur in the context of a collective bargaining agreement. An employer may, through negotiations or established past-practice, limit grievance solicitation to periods of time when the steward and grievant are "off the clock" and "off the floor". Generally, this means that grievance solicitation can be limited to break periods and break rooms or any other designated time and place when the employees are not being paid and/or interfering with shop production.

This Local Union firmly believes that as union stewards you are encouraged to notify employees in the event you feel they have a legitimate grievance. The union steward may assist or consult with the member as the member writes his/her own grievance. For instance, the steward can direct the member to the collective bargaining agreement articles which appear to have been violated or consult with the member as to which facts and circumstances are most relevant and should be included in the narrative portion of the grievance. But, at all times the member should be the ultimate determiner of what he/she writes on the grievance document.

Contact your Business Agent if you have any concerns about this or other matters.

EXECUTIVE BOARD REPORTS



John Bolton

Secretary-Treasurer
jbolton@teamster89.com

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 development 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 Payers (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.



Avral Thompson

Vice President
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Auto Handling L.A.P.

We recently received the decision back from Judge Bogas on the issue of two of our members being terminated at the Louisville Assembly Plant by Voith. In the decision he upheld the union's claim for reinstatement with backpay and to be made whole for all losses. Also in his decision, Judge Bogas affirmed the previous position of Judge Rosenstein in regards to Voith violating the National Labor Relations Act directing the Company to recognize and bargain with the Teamsters. This is another huge victory for our union and will help us to bring this entire issue to a close.

Jack Cooper

As of Dec. 27th, 2013, Jack Cooper Transport purchased all of Allied systems assets in Local 89's jurisdiction and most others' around the country. Locally, two terminals merged together at the Louisville Assembly Plant. To be expected, there were a few issues, but the transition has been smooth for the most part.

RCS

Local 89 represents RCS Employees at several

locations. LAP Prep is currently doing well. At this site, members prep railcars for loading at the plant. At Strawberry Yard, Local 89 members prep and load railcars. Unfortunately, this location has been rather slow and some members have been laid off.

At the Kentucky Truck Plant, we represent the prep and mechanical employees. As you are aware, the Truck Plant is booming, giving these members consistent work. We also represent members at KTP who "single drive" Ford products to other locations to be rail-loaded. These members are subject to plant problems on both ends, which makes for sporadic work. In addition, we represent members at the Shelbyville Mixing Center who also bid and cover the Buechel Yard. Because of recent decisions by Ford Motor Company to divert traffic between trucks and single drive, these members have been hurt and we currently have some on layoff.

Article 38

Article 38 in the Central Southern Supplement is designed to allow members who are laid off from their home terminal to be able to claim work at other locations before the company hires off the street. Truckaway drivers have found work through this article for many years and within the last few many of our yard members have done the same. How this works, is the Company contacts you and makes the offer. If you accept, you go to the new location and work off the bottom of the seniority board. You can work in the location for up to 45 days and put yourself back on layoff if its not working out for you. You must give the Company notice in writing fifteen days prior to leaving. If you work 46 days and have not given the fifteen day notice, you are their employee and must stay until you are recalled by your home terminal or until you are laid off at that location. Once you get laid off at this location, you do not have to return and will protect your seniority spot at our home terminal.



Ben Bramble

Recording Secretary
bbramble@teamster89.com

Prescotech

Recently the Company was sold to Unique Fabrications. The Company agreed to recognize Local 89 as the exclusive bargaining agent. We unanimously ratified a three-year agreement with wages and the maintenance of Central States Insurance. I want to thank Chief Steward Steve Wible for his help as well as his long time dedication as a member and union steward.

American Greetings

The contract expires in March and we are currently

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in negotiations. The biggest issue we are facing, is the rising cost of insurance. However, with the help of the Negotiating Committee, I feel confident that we will be able to reach a recommended agreement that ensures job security and stability and allows us to continue manufacturing cards in the Bardstown plant. I will keep you posted the progress of negotiations.

I would like to remind you as a member, when you purchase a greeting card, make sure it's the American Greetings brand.

Rev-A-Shelf

We recently had a thirteen-year member caught out in the first cold snap in January waiting on a bus to go to work. Little did she know at the time, she had developed frost bite in both of her feet. Sadly, she had to have both legs amputated below her knees. Under the current contract, there is no provision, other than vacation time, in which she was entitled. I talked with the Company, and they agreed to pay her severance for her years of service. For this, I want to thank the entire management team for helping her at a time that she desperately needed it. I also want to thank the stewards for the jobs well done in resolving issues on all shifts.



Jeff Cooper
Trustee

Radcliff / E-Town IMI

On August 23rd, an arbitration hearing was held over the Company's failure to pay "out-of-town" pay to drivers working outside their contract area. This pay is clearly defined in the CBA. Our witnesses, Danny Payne, Jessie Whitacure, Jerry McClure, a and Mike Hafling, did an outstanding job explaining the facts and evidence to the arbitrator. It was ruled we proved the Company violated the agreement when it assigned drivers outside the regular area but failed to pay the \$1.00 premium pay for each hour of work per day. The grievances were sustained. The employer shall apply the provisions of article XX, Section 13, consistent with the opinion and award and make the employees whole for wages and benefits lost as a result of its violations.

Louisville IMI

On October 31st, an arbitration hearing was held regarding the Company working out of town trucks in the Louisville, Middletown, Shepherdsville and Shelbyville areas while employees are laid off or

available for work. We expect a favorable decision in this case in the very near future.

Glasgow/Horse Cave IMI

Recently, the drivers at the Glasgow and Horse Cave plants unanimously ratified a new three-year agreement. The improvements include wage increases of \$.50 \$.45 and \$.40, maintenance of health insurance with no increase in the first year, an increase in the shoe allowance and improvements in language related to disciplinary action. Stewards Mike Hoy and Jim Runyon, along with Business Agent Jim Kincaid, did an outstanding job assisting me in these negotiations.

Hanson Aggregates, Southern Standard Carton, Corydon IMI, Carrollton IMI

Negotiation will begin very soon at these four locations. Our committees have gathered their proposals and are eager to meet with the employers to reach a new agreements.

Construction

I have filed two grievances against Walsh and Walsh/Vinci JV regarding their failure to employ Teamsters on the Bridges Project. Through discovery into these grievances, we have filed jurisdictional disputes against the Laborers Union and the IUOE for performing work historically done by the Teamsters. The construction division with the IBT has assigned a representative to come to our area to attempt to settle the grievance at the second step prior to advancing the grievance to arbitration.



Kenny Lauersdorf
Trustee

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Brown-Forman

Brown-Forman Is the only distillery in the United States that is union made from the start to finish. From the making of the barrel, to the distilling, to the warehousing, to the bottling, and to the shipping of the Bourbon, the work is done by union members. There is no other distillery that can say they are completely union made right here in the USA. Brown-Forman is a family-owned Company, unlike some of the other companies that have recently been sold to Japanese foreign interests.

So the next time you're looking for some good union made bourbon, try Old Forester or Early Times. It is not only is union made, but it also helps our brothers and sisters who work at Brown-Forman.

Transservice

I would like to thank all the drivers at Transservice for all their hard work during this very harsh winter. Regardless of conditions, these members make sure that Kroger products get to the stores on time. I'd also like to recognize the hard work of the mechanics--whether forklift mechanic or garage mechanic--for keeping the equipment going. These Teamsters work hard daily regardless of the weather. From Local 89, we thank you for everything you do!



Paul McIntosh

Trustee

pmcintosh@teamsters89.com

For UPS drivers subject to DOT regulations who are required to possess a valid DOT medical card from a designated medical examiner, you now have a choice in clinics.

The following clinics are approved:

Occupational Physicians Services of Louisville
100 Highrise Dr.
Louisville, KY

Baptist Worx
11630 Commonwealth Dr.
Louisville, KY

Baptist Worx
3303 Fern Valley Rd.
Louisville, KY

Occupational Medicine Physicians
2201 Greentree North
Clarksville, IN

Occupational Medicine Physicians
3605 Northgate Ct.
Suite 110
New Albany, IN

Business Health Plus Inc.
1615 Blackston View
Clarksville, IN

Recently at the JAC, a grievance filed on Amazon employees moving UPS trailers on public roads was deadlocked to the UPS Vice President of Labor and the Director of the Central Region for the IBT. A hearing will be held March 11th, 2014 in Chicago.

RIGHT-TO-WORK

is

WRONG

for Kentucky Families!



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.” —Martin Luther King, speaking about right-to-work laws in 1961

Right-To-Work was passed in Michigan passed on December 11, 2012. There was little to no input from the public. There was very little time for debate. The Republican majority and its billionaire benefactors had bamboozled Michigan, the home of the United Auto Workers and the cradle of the modern labor movement. The state had now become the 24th state to enact the union-killing legislation.

Just a year earlier, Indiana passed a right to work law with the full endorsement of then governor Mitch Daniels. Despite having pledged on video to oppose right to work, Daniels made no haste in putting ink to paper to enact the law. In fact, after researching Daniels Aim Higher PAC fund, Teamsters Local 89 found he had been funneling money to anti-worker politicians and candidates at least two years prior to the passage of the law. This was not cheap. Some candidates received hundreds of thousands of dollars to buy their seats in the state legislature and thus deliver Daniel's crowning legislation.

Deceit. All anti-workers laws are born of it. Right-to-work, in it's very branding and name, is designed to mislead. It has nothing to do with rights, and it certainly has nothing to do with work, unless of course it in respect to a state's dive toward low wages, poor benefits, and little to no retirement. It brings no improvement the socio-economic status of working families. What it does bring is highly repressive and deadlier workplaces with low wages and substandard (if any) benefits. Such also bring decline in the overall well-being and stability of the state, including poor outcomes in health and education for working families.

So let's shuck the pretty packaging. Right-To-Work is nothing more than a mechanism to destroy unions. By ending unions, the enemies of working families will have not only unlimited access to create laws to benefit themselves, but will create states where financial security, stability and prosperity are extremely rare if not an impossibility. In essence, RTW is intended to create a new feudalism where a class of working poor are subjected to lives where options in both employment are upward movement cease to exist. This is the scam of Right-To-Work.

While billionaires, corporations and their puppets in government are certainly to blame for the continued attack on working families, we as workers bear much of the responsibility for the proliferation of these laws.

Continually, middle class voters are led to vote against their interests by electing politicians who have zero intent or motivation to protect working families. Through the use of “wedge issues”, workers have been fragmented and separated losing focus of the issues of importance to their livelihoods. These wedge issues designed to distract and divide working people. Only through these scams, can political puppets and anti-worker news sources such as Fox News, convince workers to vote to support the billionaire 1% in its quest to make the US a third world nation where there are only two classes: rich and poor.

This is why we fight. Our nation's future depends on it. The middle class built this nation and continues to be its lifeblood. Right-To-Work is wrong for this great nation and the Commonwealth of Kentucky. We as workers must mobilize to ensure billionaire outsiders will not destroy this state.

NO RIGHTS AT WORK

- RTW eliminates workers rights by hampering collective bargaining-
- Does not promote industries that favor long-term local economic development-The Right-To-Work South is the poorest region in the US
- Reduces worker benefits and work-place safety regulations--Workplace deaths 52.9% higher in RTW states
- Has lead to a reduction in long-term good paying jobs and early dismissals
- Attracts companies that desire labor that can be transferred to other states and countries
- Favors employer interests only--NO WORKERS RIGHTS
- Right-To-Work states continue to have high unemployment and poor local economic development
- RTW states account for 8 of the 10 weakest states in quality of life
- Poor economic and social outcomes for families--The infant mortality rate is 16 percent higher in RTW states with families far less likely to have employer sponsored health insurance.
- RTW states spend \$2671 less on average per pupil in the public school systems resulting in lowered educational outcomes.

Sources: Kentucky Labor Institute (www.kentuckylaborinstitute.org); Economic Policy Institute (www.epi.org)

The Downward Spiral of Right-To-Work

By Jeffboat Teamster Rick Stevens

What do you know about the purpose of Right To Work laws? You may know that these laws are designed to weaken unions, but why would Corporate institutions spend millions to weaken less than 10 percent of the work force? Let's look at exactly what happens in Right To Work states and the long term effects.

Right-To-Work laws really do only one thing directly: They allow employees to choose not to pay their dues. Doesn't sound like a lot, does it? But the long-term effects are devastating to everyone.

You see, non-paying members still get all the union protections and most of the benefits, which means the union has to spend money on grievance investigations, hearings and even arbitrations defending the jobs of people who haven't contributed anything. **The union is forced, by law, to provide a valuable service for free.**

But this crooked piece of legislation is even more devious. What non-paying members do NOT get is a vote on any union business or strike funds. In other words, they have no voice in whether to strike and no compensatory money if the union does strike. This automatically creates a level of employee almost guaranteed to "scab" across a strike line if it occurs.

With this knowledge, and since the company is aware of the percentage and identities of non-paying employees, **they now have the ability to force a union to accept a lower value contract.** The union now has to negotiate under the threat of a higher than normal scab percentage, lowering its strike leverage. This results in a slowing of wage growth and continuing losses of benefit values.

As years, and contracts pass, this causes a downward spiral as contracts decrease in value and more people stop paying dues. Eventually, either equilibrium—at a lower rate of wage and benefit value—or decertification results. The union members' leverage is decreased. But this is only the beginning. As I asked above, why would these Corporate schemers spend so much money to attack less than 10% of the workforce?

Here is the real benefit for them:

Non-union shops, seeing the union shops' slowing of wage advances and the decreases in benefits, likewise lower their wages and benefits, and the effect reaches non-union workers. Remember, **union wages set the pace for all the workers in their respective crafts.** In Kentucky, Toyota offers good wages and benefits because it has to compete for qualified workers with two Ford plants and a Corvette Plant. If those strong union jobs didn't exist, the Toyota plant wouldn't offer nearly what it does. The same thing applies to ALL industries with a Union segment.

The long term effect is lower wages and benefits for the work force of an entire state. Corporations in these states save tens to hundreds of millions of dollars in those lower wages and benefits and that money goes straight into their profit margin. The 1% takes that money straight from the hard working families who earned it. Right-To-Work is a Corporate scam to take your money, and any politician who supports this sort of legislation is already bought and paid for by those same Corporate heads.

Who's Behind Right To Work?!



Vance Muse

This white supremacist and anti-Semite saw equality and higher standard of living as a threat to the Southern Aristocracy. Muse then created the idea of Right-To-Work, to establish a system which would continue to repress the upward mobility of the working majority.

The American Legislative Exchange Council (ALEC)

A billionaire and corporate funded group that writes anti-worker laws to be pushed by government puppets.

The Koch Brothers

Two billionaire brothers who have funded and bought anti-worker politicians to water down labor laws to increase their wealth. You lose; they gain.

The Walton Family Foundation

The Walton family is trying to remake America in its own image. Unfortunately that image is based on the low wage, no benefits or pension model they have enforced on their Walmart "associates". They make billions while their employees have to survive on government assistances.

National Right to Work Committee

The group's stated mission is to "end unionism in Kentucky". In a hearing last year, the head of the organization in Kentucky admitted it had no office in the Commonwealth but still claimed to be a "home grown" movement.

Dick Devos

Founder of Amway, which was under investigation by the Federal Government as a "pyramid scheme". Devos was the primary force behind Michigan's "thief in the night" passage of Right-to-Work.

Senator Rand Paul

The senator has been a major supporter of right-to-work both in the state of Kentucky and the entire United States. This should come as no surprise as the same billionaires and organizations that have pushed right-to-work in other states fund him. Some of Paul's largest contributors are Club for Growth, an anti-worker group pushing anti-worker legislations, Koch Industries and the National Right to Work Committee. It is also worth noting that United Parcel Service has also become one of Paul's biggest donors. Not to mention, his partner in the Senate, Mitch McConnell, consistently votes against working families.

KY State Representative Jim DeCesare

This representative from Bowling Green is the perennial face of right-to-work and its backers' "go-to" lackey. Since his election, he has consistently pushed right-to-work bills, among other anti-worker laws, in a number of legislative sessions. He acts as a puppet for the National Right-To-Work Committee and has no shame in his harmful acts against the people of the Commonwealth.

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Craig Burns
UPS Air Agent
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First, I would like to say I hope everyone had happy holidays. I know the news media were hard on UPS for packages not making service, but your local union would like to thank you for all your hard-work and the extra time you gave away from your family to meet customer expectations. We know everyone gave a 100% to get the job done.

I would also like to thank all the stewards for their work in processing grievances during Peak. Because of the dedication of these stewards, several members were paid for seniority violations. One resulted in 54 employees paid.

We would also like to express our thanks to all the members who came into work and processed all the packages during the terrible weather of January. Hopefully warmer weather is just around the corner.

I have had members call me with issues regarding their awarded vacation time. If you don't feel your vacation time is correct, please go to your steward and have them check on it. If you don't know who your steward is, give us a call at 502-368-5885 or send us a message via Facebook.



Brian Hamm
UPS Air Agent
bhamm@teamsters89.com

Thanks to Bob Hester. He was a great help in getting a 24-year part-timer back at the Kentucky State Panel. I would also like to thank all of the stewards who have helped with all the Peak grievances.

The six-hour pension case has been on Committee Hold at the KY panel. The Central Region Director said it will be deadlocked to move the case forward to the JAC. Local 89 has also filed Labor Charges with the Regional Labor Board. Local President Fred Zuckerman, Secretary-Treasurer John Bolton and I traveled to Cincinnati to give testimony to the Labor Board. The Local has also hired an ERISSA attorney to deal with the legalities of the case. This case is very important as there are 675 six-hour employees and hundreds of full-time employees with six-hour years of service.

The OSHA decision over the tug hitches was won by Local 89 and has again been appealed by the Company. Please check and recheck the hitches and connections between the tug and dollies and all other dollies on your train.

I have been getting a lot of calls about Contract Negotiations. We are NOT in an information "black out". There has been nothing to report. There have been no meetings because of Peak Season and the bad weather at the beginning of the year.



Vinny Rivera
UPS Air Agent
vrivera@teamsters89.com

Old Man Winter has been tough this year. I would like to thank all the stewards and members for the job they did this Peak Season. Many hours of hard-work went in to make this year a success.

We are still trying to negotiate a good and strong contract. Keep open communications with each other and with the steward on the progress. You can go to www.teamsters89.com and Facebook for up-to-date information. We all need to stick together. This is your contract and your vote will matter!



James DeWeese
UPS Ground Agent
deweese@ibt89.com

Safety Letters from UPS

Recently UPS management has sent letters to the homes of package car drivers detailing their safety observations & performance of the methods. Paul McIntosh and myself met with the Company and they have agreed not to no longer send these letters to the homes of drivers. If the Company continues, please get with your steward and follow the grievance procedure under article 37 of the National Master Agreement (harassment).

Don't Delay - Get Your Steward!

Any issue with in the workplace, please get with your steward immediately to help resolve the issue. Often, the stewards hear of problems far after the issue has occurred.

A Special Thanks To Our Stewards

I would like to give a special thanks to all of our

union stewards. Each of them work hard daily to improve our workplace standards and guide our sisters and brothers with sound advice from their knowledge and experience.

Teamwork Wins!!!

Over the past year I have keep a "score card" in the areas I represent. This measures where we stand with our settlements for the past year so that I may share with everyone the ability and power we have as a team. Many other issues are, in fact, settled with our stewards on the shop floor well before the local level hearing. Our union strength is only possible through teamwork between brothers, sisters, stewards & agents. This is how we move forward in the workplace.

Our score card for discipline and monetary grievances:

LCH (except feeders), Campbellsville, Clarksville & Bowling Green.

- 6 terminations upheld
- 7 terminations removed
- 61 terminations reduced to a suspension
- 5 suspensions upheld
- 23 suspensions removed
- 39 suspensions reduced to a warning letter
- 18 warning letters protested
- 24 warning letters removed
- 212.5 hours paid for seniority violations
- 174.86 hours paid for supervisors working
- 129 hours paid for penalty pay
- 71 hours paid for pay disputes

Total = 587.36 hours paid to members

Again, I ask that everyone take a moment to thank your stewards for their hard work and assist them where needed.



Jim Kincaid
Construction Agent
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Jeffboat

On the weekend of January 26th, there were several members who were charged a point for not showing up when they were scheduled. The issue occurred when several members didn't work all week and were even cancelled for Saturday work, but were scheduled for Sunday. Some received discipline for not calling in.

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When the weekend schedule is up, you do not work on Thursday and do not get to see the schedule, be sure and call the guard shack at 288-0400 to check if you're working the weekend. Be sure and get the guard's name and the time you called in case there is any issue.

The weather has been very nasty and cold. As a result, there have been falls on ice. Be sure to watch for hazards in the walkway. If any hazards occur, let everyone know.

The Pipe Dept. is needing Pipe Welders and Pipe Fitters. If you have an interest in this, be sure and put in a bid. There will be many of new faces coming to work over the next several months due to the hiring of new employees. Be sure and look out for them, make them feel welcome, and try to help them along. We were all in their shoes at one time in our careers at Jeffboat.

Jeffboat Teamsters have a tough job and work in the worst of conditions. You folks are craftsmen who still build the best barges bar none! Be proud of what you produce...be proud to be a Teamster!

Nugent Sand Company

In early January, four members were laid off due to weather and work load. Fortunately, two of them are back to work after being off for a few weeks. Hopefully, the rest of the members will be back soon after the weather breaks.

Advance Ready-Mix

In January, a member from Advance Ready-Mix was injured on the job. His name is Alberto Cardenas, a loader operator. He accidentally fell into some of the machinery and was very seriously hurt. He spent several days in the hospital recovering from his injuries. He is now at home recovering. Please have Alberto and his family in your prayers. We hope that he gets well soon and returns to work.

Hoosier Precast

Work has been slow at Hoosier Precast and the weather has played a major role in the slow down. We are still working on reaching an agreement to vote on.

ABC Supply

Work has been slow as well at ABC Supply due to the weather. There have been several layoffs due to lack of construction work. ABC Supply sells roofing materials and siding materials, so if you need these supplies, be sure and purchase them from a company that employs our brothers and sisters.

A Tribute to Winston "Junior" Barger Jr.

Jeffboat Teamster Winston Barger Jr. Passed away on Nov. 3rd, 2013. He was killed in a car accident.

I had worked with Junior eighteen of his 23 years at Jeffboat. He had been a welder, outside machinist, propeller machinist, leadman, 1st class burner and a loft person. He was a devoted husband, father and a great teamster brother.

Junior will be missed by all who knew him. He had contagious smile and was a jolly person in general. When I worked with junior, we spent a lot of time on the dry-docks working on towboats.

Junior very much loved his family. He talked about them very often. He was also a dedicated worker who took his work seriously. When Junior was the leadman of a crew, it was strictly business when the bell rang. He made things happen.

He was a good friend and a great loss to all who knew him. Our deepest condolences go out to his family for their loss. Rest in peace Junior...you will be missed old friend.



Rick Curtis

Agent
rcurtis@teamsters89.com

Zenith Logistics

The Company met with Union Committee on January 23rd to discuss the upcoming yearly bid. During this meeting, the Company stated that they were expecting to pick up new work from Kroger sometime in early summer. The new work will be the Knoxville Tennessee stores. This additional work is a direct reflection on the superb service being rendered by our hard working members.

Ryder Truck Rental, Jeffersonville, Louisville South Shops

The current collective bargaining agreement will expire on April 30, 2014. At this time, the Union has contacted the Company and is waiting for available dates for negotiations. A proposal meeting will be upcoming to prepare for negotiations.



Roy Reynolds

Agent
rreynolds@teamsters89.com

will have a meeting to keep you informed.



Roy would like to thank the union stewards who came out to Teamsters Local 783 and 89 steward seminar. From left to right: Russ Crenshaw of GE, Butch Foster of Mondelez (Nabisco), Ron Warren of American Printing House For The Blind, Dave Harbold of World Class Corrugating/



Kevin Oliva

Freight Agent
koliva@teamsters89.com

YRC Members Approve MOU

The members at YRC Worldwide Inc. approved an extension of the current Memo of Understanding through March 31st of 2019. Even though the MOU was scheduled to expire in March 2015, the Company asked for an extension to receive approval for the lending needed to pay \$69 million in interest payments due in mid-February. YRCW has negotiated a plan with the lenders to reduce its \$1.4 billion in debt by \$300 million primarily through the issuance of new stock.

After the members ejected the initial proposal by a 2-1 margin, the Teamsters National Freight Industry Negotiating Committee met again with the Company to make some minor changes. The revised proposal was approved by a 2-1 margin. The voting, which was conducted at each local union and counted nationally, was rejected by Local 89 members at YRC and Holland 143 to 36.

The new MOU will provide a \$750 lump sum

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payment for the first two years and \$.40 a year for the remainder of the agreement. The members will maintain health and welfare without any reduction of benefits and the Company will continue to pay 25% of the 2009 rate into the Central State Pension Fund for the life of the extension.

The extension was implemented February 9th. Anyone who has any questions regarding the entire MOU can contact me at the Local at 502-368-5885.



Aubrey Cheatham
Political Director & Agent
acheatham@teamsters89.

Palfleet Contract Ratified

I'm happy to report the Palfleet contract was unanimously ratified by the members. The new three-year agreement includes hourly wage increases, insurance cost share reductions for the single, employee and spouse, and employee and dependent plans, which we didn't have before. There were also enhancements made to vacation time allowing up to ten days to be taken in four hour increments. In addition, new language for grievances, arbitration, discipline and discharge were added.

I would like to thank all the members for their help with this new agreement. A special thanks to Steward Ed Snead and Committee person Chris Ragland for their efforts and dedication!

We also had a stewards election for Palfleet. Ed Snead was elected as Shop 1 steward and Chris Ragland was elected as Shop 2 steward. Congratulations to you both. I look forward to working both of you!

Stop the War On Workers--Vote!

The Kentucky House of Representatives and State Senate are in session at this time. We sent letters to state representatives informing them that, once again, working families are being attacked by a proposed amendment to the "Minimum-Wage" Bill to do away with "prevailing wage". We successfully defeated this attempted assault on working people and Labor across the state.

In this newsletter, you will see a list of out labor friendly candidates. It is imperative that you get out and vote. Please study the list and look for these candidates on the ballot. Please be sure and turn the ballot over and look for Local 89's judicial candidates for District Court and Family court as well as County Attorney. These are very important to all members and their families. If you haven't

registered to vote or have moved, please be sure and update your info. For Jefferson County voter info you can call 502 574 6100. The State Board of Elections number is 502-573-7100.

If you would like to help out please call me at 502 368 5885 or contact us via Facebook or Teamsters89.com.



Chris Alford
Bowling Green Agent
calford@teamsters89.com

Android

I wanted to recognize the twelve original members at Android Industries. These folks have fought and persevered through some really tough times over the past two years while the corvette sales plummeted. The 2014 model has skyrocketed in sales, boosting the membership at Android from the original twelve to over a hundred members. Again, thanks for hanging in there through some really tough times.

Anthony McGrew
Phil Ausbrooks
Artie Barnett
William Wagoner
Tim Hendrick
Tim Gott
Doug Simpson
Sue Kennedy
Jeff Bratton
Cliff Patton
William Ed France
Kenneth Teed



Kevin Evans
Organizing Director/Agent
sevans@teamsters89.com

UPS Freight

The National UPS Freight agreement passed in January. This agreement covers our nineteen members in Bowling Green and over a hundred in Louisville. Although the agreement was voted down by our membership 89 to 7 it did pass nationally. The agreement will be in effect through July of 2018.

Thanks to everyone who attended the meeting as it was a great show of solidarity. As soon as we get copies of the new agreement, we will get them out to you.

Shred It

Local 89 recently filed a petition for an election for the 24 drivers/warehousemen at Shred It located in Louisville. As of press time we have not reached an agreement on the election date. However, we expect an election in early April.

Atlantic Aviation

A special thanks to Stewards Jeff Troutman and Johnny Hikes. We were able to get a long-term employee back to work and also reach a tentative agreement with the company on overtime policies.

Keep up with your union:
www.teamsters89.com
www.facebook.com/teamsters89
www.twitter.com/teamsters89



Preston Marcum, son of UPS Bluegrass Teamster Matt Marcum, wants you to do your part to STOP the War On Workers...VOTE!

POLITICAL ENDORSEMENTS

With workers' rights under attack in all levels of government, it is of the utmost importance that we support 2014 candidates who will fight for working families in Kentucky and Indiana. When Teamsters Local 89 backs candidates, we do so only after a thorough interviewing and vetting process. All the candidates we support have proven through their careers and dedication, that they will continue to work for and on behalf of working families.

Please take the list below with you when you vote in the upcoming May primary elections. The Kentucky Primary is May 20th and the Indiana Primary is May 6th.

KENTUCKY

US Senate

Alison Lundergan Grimes

US House of Representatives

Elisabeth Jensen	6th Congressional District
John Yarmuth	3rd Congressional District

Mayor of Louisville

Greg Fischer

Jefferson County Clerk

Bobbie Holsclaw

Louisville Metro Council

Attica Scott	District 1
Marianne Butler	District 15
David Yates	District 25

Jefferson County Attorney

Karen Faulkner

Judicial Candidates

District Court

Amber Wolf	Division 2
Donald Armstrong	Division 5
Jennifer Bryant Wilcox	Division 7
David Bowles	Division 8
Shelia Collins	Division 10
Gina Calvert	Division 11
Stephanie Pearce Burke	Division 14
Anne Delahanty	Division 13
Katie King	Division 16
Erica Lee Williams	Division 17

Family Court

Dennis Burke	Division 7
Deborah DeWeese	Division 1
Christine Ward	Division 6

Circuit Court

Ann Bailey Smith	Division 13
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Court of Appeals

Denise Clayton	District 1/Division 2
Irv Maze	District 1/Division 4

Kentucky House of Representatives

Will Coursey	6th District
Dean Schamore	10th District
Jim Glenn	3th District
Brent Yonts	5th District
Charlie Miller	28th District
Tom Burch	30th District
Jeff Donohue	37th District
Denver Butler	8th District
Dennis Horlander	40th District
Darryl T Owens	43rd District
James Kay	46th District
Arnold Simpson	65th District
Sannie Overly	72nd District
Susan Westrom	79th District

Kentucky State Senate

Denise Harper Angel	35th District
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Constable

George Parrish	District 8
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Mt. Washington City Council

Greg Gentry

Bullitt County Jailer

Martha Weaver Knox

Bullitt County SherriFF

Donnie Tinnell

Knox County Jailer

Keith "Buster" Liford

Knox County SherriFF

Mike Smith

INDIANA

State Senate

Chuck Freiburger District 46

State House of Representatives

Terry Goodin	66th District
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Commissioner

John Perkins	Clark County District 3
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Michael Hawkins-Baby Boy
Chris Hayes-Baby Girl

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

James Charles-Wilson Freight
Thruston Goodman-Kroger
Donald Thomerson-Aramark
Alvaro Aguilar-Montelieu-UPS
Paul A Krempp-Earth Grains
Steven Puckett-UPS Freight
Robert Jonas-YRC
Jerry Jenkins-Jones Transport
Bernard Ray-IMI
James L. Barnes-Gohman Asphalt
Greg Shrader-Carolina Freight
Robert Jackson-CT Hertzch
Wiley Ferguson-Century Ok
Billie Hedges-American Freight
Joseph Willis-Creasey
Patrick Rankin-Jack Cooper
Donald James-Jack Cooper

Fred Stamper-Morgan Foods
Wayne Wedding-Smiths
James Hall-Graco
Joseph Downs-P.I.E. Nationwide
Earl Showalter-Brown Foreman
William Schneider-Auto Resources
James Romans-Cooper Jarrett
John King-Yellow Freight
William Rucker-Taylor County RECC
Arnold Terry-Auto Resource Group
John Payne Jr.-UPS
Robert Devore-Carlise Construction
Gilbert Ward-Kroger
Hollan Beard-Dixie Warehouse
James Morgan-Kroger
Clarence Rhodes-E&L Transport

CONGRATULATIONS TO OUR RETIREES!

ABF

Jerry Magers

International Paper

Albert Hester

Jack Cooper

Dennis Barr
Alan Cobb
Thomas Landwehr

Transervice

Kennith Peoples

UPS

Joe Fields
Walter Husband

Southern Standard

Jerrilyn Trent

**2014 PAUL PRIDDY
MEMORIAL GOLF SCRAMBLE
SATURDAY, JUNE 7th, 2014**

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_____

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

**EXERCISE YOUR RIGHT TO VOTE
TO HELP STOP ATTACKS ON
WORKING FAMILIES...**

PRIMARY ELECTION DATES:

INDIANA MAY 6th
KENTUCKY MAY 20th

DANGER



"RIGHT-TO-WORK"
IS A
SCAM
ON
KENTUCKY FAMILIES