



TEAMSTERS

LOCAL 89

The Official Publication of the International Brotherhood of Teamsters Local 89

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TEAMSTERS
LOCAL 89

ON STRIKE

Against
Voith Industrial
Services

Unfair Labor
Practices

For Andy Murphy

(NLRB Cases 9-CA-097389 & 9-CA-75496)



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SPRING 2015



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A Message From President Fred Zuckerman

In the past few months two major events have occurred that greatly affect the membership of our Local 89. The first and most recent, is the issue of so called “Right-to-Work” legislation. In recent years, these anti-worker laws have been spoken of much more frequently. In the November 2014 elections Local 89 endorsed and promoted candidates who oppose and fight back against this anti-worker and anti-American legislation. Through the dedication and hard-work of members and volunteers, pro-worker candidates were elected. The result was the defeat of “Right-to-Work” in the Labor and Industry Committee of the Kentucky House of Representatives in February 2015.

While this was a great accomplishment, we would do ourselves a disservice if we were to congratulate one another and assume this is the end of the issue. Despite their defeat, “Right-to-Work” supporters are not so easily dissuaded. They have the backing of corporate giants and billionaires.

After failing to secure enough seats in the General Assembly to pass this misleadingly named legislation, out-of-state RTW proponents chose to begin a new assault on a county level. This move was both unexpected and completely illegal. The Taft-Hartley Act which amended the NLRA and allowed for so-called “Right-to-Work” laws to exist, giving the authority to enact such a law expressly to states and territories. While a county is a subdivision of the state, it does not have the authority, under the NLRA, to pass such laws. Rest assured, Local 89 is working tirelessly to defeat these ill-advised and highly illegal pieces of legislation. We will see this county “Right-to-Work” push defeated.

The second major event that transpired was a four day strike at Voith Industrial Services at the Ford Louisville Assembly Plant that started on October 29th. This strike was the end result of a major disagreement between our Local, Voith, and Ford that began in 2012. Ford transferred work that had long been done by Teamsters members to Voith, who then refused to recognize Teamsters Local 89’s jurisdiction over this work. The Company then unceremoniously fired 166 of our brothers and sisters. Voith chose to replace our members with newly hired and underpaid UAW workers, and thus a lengthy legal battle began.

Although we were always certain that we would be the victors in this fight, it was a long and arduous journey. After many legal battles against Voith and Ford, our four day strike was the final push needed to bring us to the conclusion we had long sought after; the reinstatement of our 166 brothers and sisters, recognition of Teamsters Local 89 as the rightful bargaining unit, and reparations for the members who had been harmed during this long process. I would like to personally thank Local 89 Vice President Avral Thompson for his hard work and dedication to these displaced members during this fight, and to chief-steward Brenda Helm for helping to lead the charge on the shop floor for these past few years. It is due to their efforts, as well as countless others who poured in many hours of work into this fight, that we may celebrate such a great victory.

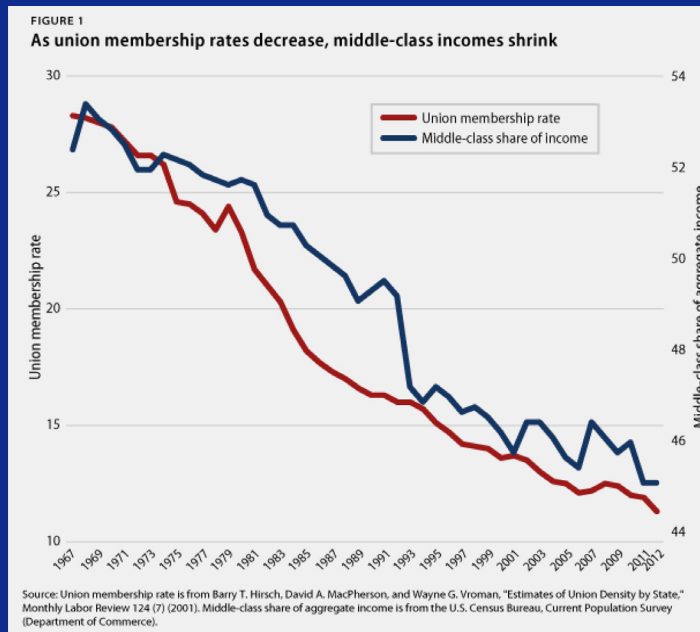


"RIGHT-TO-WORK" IS

What is "Right-to-Work"?

"Right-to-Work" has become a very hot topic in Kentucky in recent days, but what exactly is it?

At its core RTW is, and always has been, an attempt to break the organized labor movement for the benefit of anti-union corporations. Its supporters attempt to dress and present RTW as a pro-worker piece of legislation, saying it is about giving employees a choice and about making a state more "business friendly". However, if you look at what these things actually do their narrative falls apart.



They tell you that RTW has nothing to do with busting unions, only about workers right to choose to be in a union or not. However, what they fail to tell you is that in a RTW state a union is legally required to spend the money and time to represent an employee even if that employee chooses not to join the union. This is the equivalent of workplace welfare; these employees are allowed to get the benefits of a union contract, and the union must spend the time and resources to represent and defend that employee, all while the employee refuses to pay for these services. This leads unions to hemorrhage funds and resources all while taking

in less, inevitably leading to a decline in organized labor's power in the state, which in turn leads to a weakening of workers' rights, lower wages, and smaller benefits.

What they really mean by making a state more "business friendly" is making it non-union. The businesses that use RTW as a deciding factor in where they locate are ones that seek to give as little as they can to workers in terms of pay, benefits, and rights. A company that wants to focus on RTW states does so because they want to focus on areas with a weakened union presence so that they will not have to deal with a strong labor movement demanding that workers be treated well. Are these the kind of companies we want in Kentucky? Ones that only want to do business here if they are able to exploit our workers? The hard working men and women of Kentucky deserve better than that. They deserve jobs that pay well, that treat them fairly, and provide them benefits that give stability to their families. These things become near impossible to obtain without a strong union presence.

"Right-to-Work", where enacted, diminishes unions. When unions are diminished, workers are taken advantage of and low paying, low benefits jobs become the norm. So how then, is RTW pro-worker, when it will directly cause a reduction in job quality and pay? The answer is simple; it isn't. RTW is anti-union, and anti-worker. It is wrong for working men and women and it is wrong for Kentucky.

STOP "RIGHT-TO-WORK" IN KENTUCKY

WRONG FOR KENTUCKY

Kentucky Counties Under Attack!

In December of 2014, having failed to elect enough pro-"Right-to-Work" candidates to pass this dangerous legislation through the Kentucky State House in Frankfort, outside influences that support RTW turned to a tactic we have never seen before. In Warren County a handful of magistrates decided to pass RTW. This countywide RTW is the first time such a thing has been done in the history of the United States; it is also completely illegal.

The Taft-Hartley act, which amended the National Labor Relations Act to allow states to enact so-called "Right-to-Work" laws, says that only states and territories have the power to pass such legislation. Kentucky's Attorney General, Jack Conway, released an opinion on the matter also declaring that counties did not have the authority to pass such laws.

The fact that passing RTW on a county level is illegal didn't stop Warren County from voting in favor of the legislation, nor has it stopped other counties from doing the same. As of the writing of this article, Warren, Fulton,

Todd, Simpson, Hardin, and Whitley counties have all enacted illegal RTW ordinances. Logan, Butler, Cumberland, and Pulaski counties are also seeking to join these six and have all done first readings on the matter.

A silver lining that can be found in these actions is that the billionaire backed pro-RTW agenda in Kentucky is not going as smoothly as they had planned. Brent Yessin, an anti-union lawyer from Florida who is helping lead the RTW attack in our state, said in early January that he expected up to 25 counties to enact RTW ordinances by the end of the month. The six counties that have so far passed the ordinance, and

the four that are still in the process of doing so, is a far cry from the number that the RTW agenda was expecting. This slowdown is thanks, in no small part, to the efforts of Teamsters Local 89.

Following the passing of RTW in Hardin County, Teamsters Local 89 joined with many other major labor unions throughout the commonwealth of Kentucky to challenge these illegal actions via a lawsuit that is now ongoing. The fight against this county-by-county RTW attack does not stop with just the lawsuit. President Zuckerman asked several activist members of Teamsters Local 89 to work together to counter-attack this RTW agenda. Working alongside other activist members from unions around the state, they have gone on the offensive against RTW. Local 89 members have been present at the reading of these RTW ordinances in almost every county, and have publically spoken out against RTW during these proceedings.



Zenith Logistics Member Trey "T-Mac" McCutcheon addresses the Cumberland Fiscal Court about the dangers of "Right-to-Work".

Teamsters Local 89 and our allies are fighting back against this illegal county-to-county RTW attack against our livelihoods in many ways, from social media to hand billing worksites about RTW, from calling magistrates and judge-executives to showing up at courthouses to protest. Anything Local 89 can do to end the RTW agenda in Kentucky, we will do it! If you are willing to fight alongside of us, please contact the union hall today and ask them what you can do to help!



Solidarity in Frankfort!

On Thursday, February 12th, several members of Teamsters Local 89 joined hundreds of other union members from across the commonwealth in traveling to Frankfort to attend a Kentucky State House committee hearing about “Right-to-Work”. The Capitol Annex building was so packed with union members and supporters that they had to open two additional rooms and display video of the proceedings on a projection screen so that we could watch it. Even then, those rooms filled up to standing room only, and the hallways were packed full. Even more members stood outside in the bitter cold with protest signs. It was a truly inspiring display of organized labor’s strength in the commonwealth, and has been described as one of the largest gatherings for a committee hearing in Frankfort’s storied history.

The committee heard impassioned presentations from many people, both for and against RTW. The crowd cheered along with pro-union speakers, the noise loud enough at times to require the committee chair to ask us to please keep it down, though he noted with a smile that he understood why we were so enthusiastic.

When the final speaker had said his piece, the roll-call for votes was begun. In a rare event, many of the members of the committee chose to qualify their votes with a statement. Representative Linda Belcher was the first to do so, and said that if a person wanted a union job so badly because of the better pay and benefits, then they should in turn be willing to join that union and support it. Many others followed her lead with comments about how their parents were union members, and that it was the fighting spirit of unions that allowed them to have food on their tables and paid for the education that now allowed them to be members of the Kentucky State House. These pro-union comments were always met by thunderous applause, and at the end of the call the vote was clear; state-wide “Right-to-Work” had been soundly defeated for the 2015 legislative year. Our thanks goes to all those in the house committee that voted against this disastrous law, and special thanks goes to representative Jimmy Stewart, who was the lone Republican who spoke up in favor of unions and voted against “Right-to-Work”.





Help Us Fight Back!

For those of you keeping up with the “Right-to-Work” fight, none of the preceding articles have told you anything you don’t already know. After all, you’re union members and RTW isn’t exactly a new topic. Most of you are already well informed about the extremely dangerous consequences of RTW. Right now, as we come closer than ever to seeing RTW forced on our state, it becomes increasingly important that we broaden our range of those who we talk to about RTW.

For too long we have approached this as a union issue, and while it is obviously of the utmost importance to us, we cannot win this fight with only union members on our side. The most recent data about union density puts Kentucky above the national average, but even still only 12% of our state’s workforce belongs to a labor union. If our message about why “Right-to-Work” is wrong continues to be just about its effects on unions then we are failing to reach the other 88% of the Kentucky workforce, and we desperately need them on our side.

We must broaden our horizons and explain to our

non-union neighbors, friends, and family members that although RTW does hurt unions, its effects go far beyond our members. Unions set the prevailing wage in every state. Where unions are strong, non-union workers still benefit as their employers are forced to compete with higher union wages and benefits. We must be able to effectively explain to our non-union counterparts in the workforce that, even if they don’t belong to a union, RTW will hurt them too. RTW isn’t simply an attack on unions; it is far more diabolical than that. It is a carefully orchestrated attack on the entire working-class. Unions may be the first to take fire when RTW passes, but all the middle-class soon follows. So get out there, tell your friends and your neighbors. Tell your drinking buddies and your fellow basketball fanatics. Tell your friends at church and your barber or hair stylist. Tell the other soccer moms at your kid’s games, tell the guy who mows your lawn. Tell everyone you know that “Right-to-Work” is **WRONG** for Kentucky, because it will hurt all of us, and we can only stop it by standing together.



HIT THE ROAD

As a result of a very successful four-day strike, Local 89 members who were unlawfully displaced at Ford's Louisville Assembly Plant by Voith Industrial Services in 2012 are returning to work. These workers (166 employees on the original LAP seniority board, plus an additional 84 hired by Voith at LAP since 2012) will receive full restoration of seniority, wages and benefits. Further, RCS Transportation will now employ these Teamsters, as Ford Motor Company has severed its relationship with Voith in the wake of the victory by Local 89.

RCS inked a deal with Ford after the strike for the LAP yard work. The conversion from Voith to RCS is expected to take a week. Ford and RCS had requested a delay in the return of displaced Teamsters during the conversion period. However, President Zuckerman found any further delay unacceptable and refused to allow the RCS to do so without paying its workers. Therefore, RCS has agreed to pay its employees for this "off" time. Local 89 members on the LAP seniority board began receiving bid calls on Monday, November 10, 2014.

The strike began in the early morning of Oct. 29th as the direct result of multiple unfair labor practices committed by Voith. In 2012, Voith Industrial Service was awarded the "carhaul contract" for LAP replacing former contractor Auto Handling. Voith, in collusion with the UAW, immediately moved to displace members of Teamsters Local 89. This began a lengthy battle both in and out of the courtroom. During that time, Voith began a campaign of reprisal against Teamster affiliated employees, including the wrongful termination of workers for their "pro-Teamster" activities. All of these actions ultimately resulted in Voith and the UAW being found in violation of multiple unfair labor practices by two separate Administrative Law Judges (ALJ).

The ALJ decisions ordered Voith to make whole the original 161 displaced Teamsters, as well as anyone employed by Voith during the time of the violations, for lost wages and benefits as defined by the National Master Automobile Transporters Agreement (NMATA). Rough estimates show that the entire back pay and benefits award could surpass 50 million dollars. The NLRB (Region 9) Compliance Division will be responsible for determining the actual amount Voith is required to pay for its violations. Presently, the unfair labor practice matters are pending before the National Labor Relations Board (NLRB) in Washington, D.C. Local 89 expects a favorable determination by the NLRB in the near future.

Many individuals and organizations are to be thanked for their support and assistance during this 2-½ year ordeal.



AD, VOITH!

Sadly, the International Brotherhood of Teamsters (IBT) Leadership and the IBT Carhaul Division are not among them. In fact, it was the IBT and the IBT Carhaul Co-Director's (Kevin Moore and Roy Gross) that impeded Local 89's ability to take up picket signs early in the campaign and resolve the matter.

From the beginning, Local 89 made three requests for the IBT to authorize strike benefits to our displaced members at LAP. However, it took over two years before General President Hoffa to authorize our numerous requests. Despite authorizing the benefits, General President Hoffa refused to approve Local 89's request to exercise his authority to authorize strike benefits for the first week of the strike leaving our courageous members without financial support during the four days they manned the picket lines.

The IBT Carhaul Division leaders impeded Local 89's ability to negotiate a prompt resolution between Local 89 and UAW when those leaders prohibited the then UAW President, Bob King, from speaking to Local 89 representatives. Had the IBT Carhaul Division leaders not engaged in such reprehensible interference, Local 89 members would likely have been returned to the jobs months, if not two years ago, because former Carhaul Director and Local 89 President Fred Zuckerman had established a strong working relationship with Mr. King.

It was Local 89 President Fred Zuckerman who assisted the UAW with protesting at Toyota dealerships and traveled to Japan to assist Bob King with intensive negotiations between the UAW and Toyota with respect to American manufacturing facilities and the Fremont, California NUMMI plant. Surely, Zuckerman and King could have reached a quick accord between the two labor organizations had they been allowed to discuss the issues.

Carhaul Co-Director Roy Gross personally interfered with meetings between Local 89 and Voith Industrial Services and their negotiations. On a sad note, Voith also displaced Teamster Carhaul members at the Michigan Auto Plant and Local 299 did nothing to protect their members.

President Zuckerman, Vice-President Avral Thompson, and the rest of the Local 89 Executive Board, cannot express enough admiration for our carhaul members in their bravery and determination throughout this battle. Through their solidarity and commitment, Local 89 achieved a very difficult victory. Their strength in the face of adversity embodies what it means to be a Teamster.





Contract Updates

American Printing House for the Blind

In yet another contract victory, American Printing House for the Blind Teamsters overwhelmingly ratified a new three-year agreement on Nov. 14th, 2014. Among other improvements, the Contract includes yearly wage increases, enhancements to seniority, and an extra week of vacation.

President Zuckerman, Agent Roy Reynolds and the Local 89 Executive Board would like to thank the members of the Negotiating Committee for their hard work during talks. Chief Steward Kathy Peak and stewards Lonnie Carnes, Deloris Roberson, and Ronald Warren did an excellent job advocating for their fellow Teamsters throughout this process.

We would also like to thank the 65 members who came out to cast their vote. Your solidarity was key to delivering a quality agreement.

AVI

Members at AVI Vending ratified a new three-year contract on Jan. 12 in 15-3 vote. The new Agreement includes \$1.50 in wage increases and improvements in language, insurance and vacation.

The Local 89 Executive Board and Agent Roy Reynolds would like to thank Committee members John Hornback, Gerald Munz, and Keith Becht for all their hard work on behalf of their fellow members. Thanks also go to all the members who participated in this important contract vote.

Construction Division

The Construction Division is in for a busy 2015. There are five contracts being negotiated over the course of this year. Agents Jeff Cooper and Jim Kincaid will be contacting members and committees as the expiration dates of these agreements approach.

The following contracts will be expiring:

E & B Paving-March 31st
Allied Ready Mix-July 14th
IMI Lawrenceburg/Harrodsburg-Nov. 30th
IMI New Albany/Clarksville-Nov. 30th
IMI Salem/Scottsburg/Madison-Dec. 31

Harrah's Extension

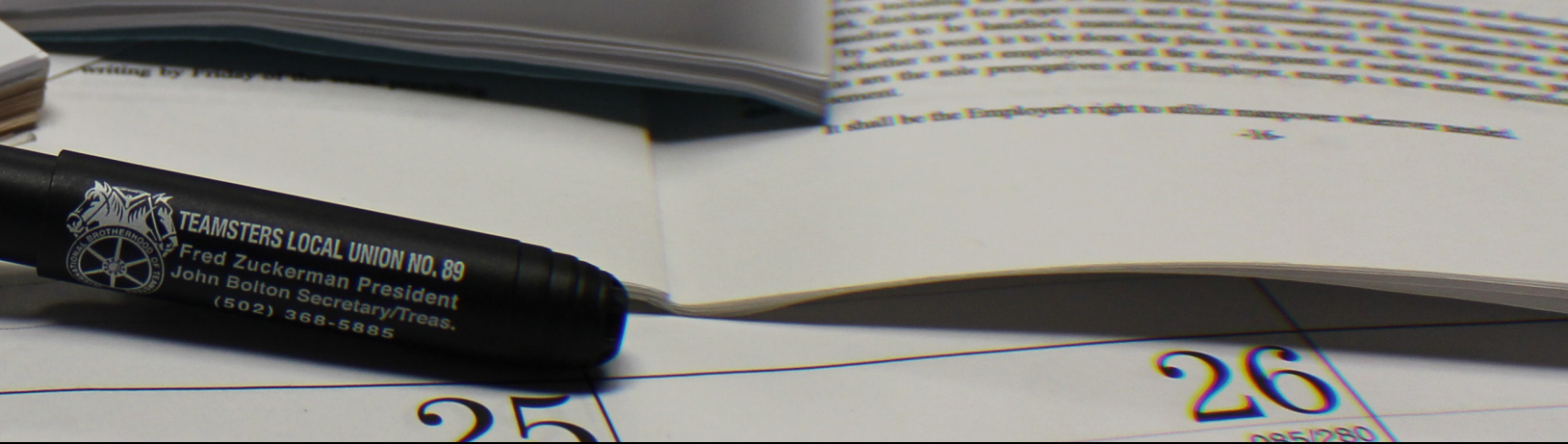
Due to the recent filing of bankruptcy by Harrah's, the Council (Teamsters Local 89, Operating Engineers and UNITE-HERE) has decided on a one-year contract extension. While this is certainly not something any of us wished to do, it is the most prudent avenue considering the risks to Harrah's workers during this bankruptcy. Had we negotiated during this time, members would have been subjected to a gutting of the current agreement, resulting in the loss of years of contractual gains.

During a bankruptcy, the union can be added as one of the company's creditors. Therefore, a bankruptcy judge can set aside the collective bargaining agreement or modify it to better "benefit" the company. Often times, this comes at the expense of the employees. The only recourse is a strike, which is usually a great risk during bankruptcy and restructuring. In agreeing to this extension, we have protected the rights that the membership has earned through their hard work and dedication.

International Paper

Members at International Paper ratified a new four-year contract on Feb. 8th in a 51-3 vote. Highlights of the new Agreement include: significant wage increases each year of the contract, 401k matching, enhancements to life insurance and retiree benefits, and improvements to vacation, overtime and funeral leave language.

The Local 89 Executive Board, Agent Aubrey Cheatham and Agent Jay Dennis would like to thank committee members Tom Corbett, Jeff Kayse, and Carl Jeffries for their hard work during negotiations. Their on-the-job experience as International Paper stewards was invaluable to the negotiation process, and they represented their co-workers with the utmost professionalism.



Thanks as well to all the members who came out to the union hall this afternoon to participate in this important contract vote. Voting on a contract is one of the most sacred duties of a union member, and it was encouraging to see such a large turnout for the process.

Morgan Foods

On Sunday, November 23rd Teamsters at Morgan Foods in Austin, Indiana overwhelmingly ratified a new six-year agreement. This new Contract will dramatically improve the lives of Morgan Foods workers and their families. Among other improvements, the new contract includes very substantial pay raises, changes in seniority regarding bid rights, jury duty, and a new attendance policy for all employees.

The vote, which was held at the Austin High School Gymnasium, was attended by nearly 75% of the union workforce. President Zuckerman, the Executive Board and Agent Rick Curtis would like to thank all of the members who took the time to attend the meeting and to cast their ballots on a Sunday afternoon.

The Negotiating Committee deserves special recognition for delivering this contract victory. Through your knowledge and skill you were crucial in helping deliver the agreement that your fellow Teamsters deserve for their hard-work and dedication!

Thank you Darrell Morris, Jeff Sizemore, Jeremiah Justice, Jim Clemmons, John Farnsley, Johnny Cooper, Kenny Couch, Mark Fleenor, Melissa Dunn, Mike Bush, Phil Thomas, Robert Sandlin, and Robert Wilson!

PPG

PPG members ratified a new 4-year contract on October 3rd, 2014 at Teamsters Local 89. Membership gains include improved health and welfare benefits and substantial wage increases over the life of the Agreement.

The vote came after a detailed explanation was given for changes and additions to language in the Contract. Members were encouraged to ask questions and voice any concerns they might have prior to casting their votes.

The Local 89 Executive Board and Agents Kevin Oliva and Rusty Villier would like to thank the members of the Negotiating Committee for all their hard work and dedication in reaching this Agreement. They would also like to thank all the members who came out to participate in this important vote. Thank you for your solidarity brothers and sisters!

Rev-A-Shelf

Rev-A-Shelf Teamsters overwhelmingly ratified a new contract on December 6th, 2014. The four-year agreement includes language improvements for vacations and absences, substantial wage increases and incentives for perfect attendance.

The Negotiating Committee did an excellent job in helping reach this new agreement. President Zuckerman, Agent Roy Reynolds and the Local 89 Executive Board would like to thank chief stewards Nick Duran and Tammy Adams as well as stewards Larry McMichael, Fredrick Moore and Erica Jones for all their expertise, dedication and hard-work during negotiations.

A thanks also goes to the 83 members who came out to cast their ballot. We appreciate each and every one of you. Delivering a quality contract would not have been possible without your solidarity throughout the process.

Transervice Arbitration Victory

Local 89 has won a major arbitration victory at Transervice (Kroger Warehouse) regarding seniority and “emergency runs” for drivers. The company was found to have violated the seniority-based process of selection for bid runs resulting from an alleged “emergency”.

In question was the very definition of “emergency”. As practiced in the past, and as Local 89 argued, the term related to a circumstance usually brought upon by a weather event. The company, on the other hand, used the term very loosely applying it to poor planning, attendance issues and inefficient subcontractors.

In its loose application of the term, management denied drivers a scheduled bid run and instead forced them into a “first in; first out” schedule. As a result, numerous grievances were filed by members at Transervice. The Arbitrator concluded that Transervice must comply with the express seniority provisions of the collective bargaining agreement.



Ben Bramble Retires

Recording-Secretary Ben Bramble retired in the fall of 2014 after being a member of the Teamsters for over 35 years. Ben began at Local 89 as a Business Agent, then later became a Trustee, and finally ended his long career as Recording-Secretary. He was the Agent for numerous companies during his time at Local 89 and fought hard to improve the livelihoods of all the members he represented. Everyone at Teamsters Local 89 wishes him a long and restful retirement!

Kevin Oliva Retires

Agent Kevin Oliva retired at the beginning of this year after a long and distinguished career at Teamsters Local 89. As head of the freight division at Local 89, Kevin has helped protect the jobs and increase the quality of life for all the members he represented. Everyone at Teamsters Local 89 wishes him the best during his much deserved retirement!

Rusy Villier Joins Local 89 Staff

Rusy Villier is known to the Local 89 membership as a long time union steward in the freight division. For the past 20 years he has tirelessly fought to help enrich the lives of his members both on and off the job. He was hired to be the new Freight Division business agent at local 89.

He is part of a legacy of Teamster membership. His union career in Freight began on August 27, 1976. He has worked at USF Holland, represented by Local 89, since

1999. His father is a Teamster retiree and a large portion of his family have been stewards. Rusty has never held a non-union job and has always supported Teamster and union workers.

He feels it's the duty of stewards and agents at the hall to help educate members on the rights and benefits of Teamster membership, as well as fight for their job security. Since coming to the local in September he has negotiated a new four -year contract with PPG, and has presided over and won numerous grievances.

Rusty replaces Agent Kevin Oliva, who retired after his many years of loyal and dedicated service to the members of local 89. Rusty is prepared for and looks forward to the challenges of taking Oliva's place among the leadership of Teamsters Local 89.

Victory Against Company's Use of Technology Against UPS Campbellsville Membership

Victory Against Company's Use of Technology Against UPS Campbellsville Membership

On June 2nd, UPS Campbellsville management informed Agent James DeWeese that the Company would be conducting "unplanned observation" on the preload sort, which later resulted in the installation of cameras. Two days later, DeWeese sent a letter to UPS stating Teamsters Local 89's position that the use of video is not allowed for supervision or discipline of employees. DeWeese stated further that this was retaliation for a number of grievances filed on the preload.



On July 14th, the Company disregarded the notice and installed the cameras without notification to the Union. Secretary Treasurer John Bolton and DeWeese acted immediately, sending two separate information requests both of which were ignored by UPS.

Due to this blatant inaction by the Company, Bolton and DeWeese filed an unfair labor practice charge under sections 8a 1 and 5 of the National Labor Relations Act. As a result of this filing of a labor charge, UPS agreed to remove the cameras in exchange for the dropping of Local 89's charges against the company.

This victory would not have been possible without the help and courage of stewards Madonna Russell and Kevin Mings. Thank you!

Local 89 Delivers Books To Library

Teamsters Local 89 partnered with Metro United Way and JCPS to deliver two truckloads of books to the Louisville Free Public Library in late December 2014. Retiree and former agent Herman Velamen and other members of the labor community volunteered their time to make this possible. The Jefferson County Public Schools was also a great partner in this operation as it provided the warehouse workers to unload the books.

Skills USA

Last year a convoy of Teamsters traveled to Kansas City to move several truckloads of equipment to Kentucky. This cargo belongs to Skills USA, a vocational school

competition that will now be hosted in Louisville. The next Skills USA Tournament will begin on June 23rd and last through the 25th.

The movement of this equipment to the Kentucky Fair and Exposition Center will be done by Teamster volunteers. Agent Rusty Villier will be contacting volunteers to help move the equipment. If you would like to be involved, give Rusty a call at 502-368-5885, extension 111.

UPS Ramp 2/4/6 Split

As of March 9th 2015, the 2 and 4 ramps at UPS Worldport will be split from the 6 ramp. 2 and 4 will now officially be part of Wing E and will no longer be considered a remote ramp. This decision was reached after months of planning and negotiations between Teamsters Local 89 and UPS Labor Management. A great amount of time and consideration was taken by Local 89 to try and minimize the issues that the split would cause. Thanks to the UPS Air District stewards who were involved to make this transition as smooth as possible.

One Million Safe Miles

Congratulations goes out to 22 year Teamster Bob White. Bob is a city driver for YRC and was recently recognized for reaching one million miles of safe driving. Teamsters Local 89 has great respect for such an amazing accomplishment. It's members like Bob who show the talent that unionized workers have. Here's to one million safe miles with many more to come! Great work!

Job Well Done

Congratulations to our newly retired Brothers and Sisters!

ALLIED SYSTEMS

Richard Cowely
Jimmy Pruett

ARAMARK

Terry Kelton

BIMBO BAKERIES

Michael Hester
Terry Kelton
Michael O'Bryan
Phillip stumler

CASSENS TRANSPORT

Robert Grogan

DOLLY MADISON/HOSTESS

Linda Thomas

INTERNATIONAL PAPER

Earnest Lindsey

JACK COOPER

Terry Elkins
Leonard Watson Sr.
James Ray
Andrew Roberts
Jimmy Stout
Bobby Wilson

JEFFBOAT

Esad Cajic
Lloyd Harrod
Kenny Lumpkins
Robert Richey
Carol Talkington

K&T SWITCHING

Michael Brunzo

LOCAL 89

Ben Bramble
Kevin Oliva

MORGAN FOODS

Eddie McIntosh
Darrell Perry

NEW ALBANY CONCRETE

Randall Stillwell

RAINBO BAKING

Richard Bottoms

RCS TRANSPORT

Barbara Kosko

SOUTHERN STANDARD

Larry Trobaugh Sr.

TAYLOR COUNTY RECC

Clark D. White

TRANSERVICE

James Fuchs

UPS

Larry Crum

USF HOLLAND

Gerald Cauley
James Lindsay

YRC

Raymond Downs
John Lighter
Larry Tucker

Teamster Made

Congratulations to our newest additions to the Teamsters Family!

Adel Johnson

Danny Mefford

James Wolford

Andrew Lansdale Gray

Brittney Scott

Josh Pearson

Matthew Clutinger

Tracey Visse

Tom Quinn

Jack Cooper

Jack Cooper

Southern Standard

UPS

UPS

UPS

UPS

UPS

USF Holland

Baby Girl

Baby Boy

Baby Boy

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Baby Girl

Join the Local 89 Retiree's Chapter

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

Dues for retirees are only \$24 per year and include all meetings and functions. For more information, contact Kim Wolfe.



Retirees' Chapter Executive Board: (Left to Right) Bill Slone, Joe Solomon, Royce Burce, Jim Wilson, Pat Gwynn, and Earnie Crouch.

In Memorium

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

Billy J. Kirby

Gerald Long

Ralph Roberts

Ivan Jennings

John M Garrett

Russell Bryant

Kenneth Waller

John Goedecker Jr.

Larry Fields

Charles Copeland

Fred M. Poter

Charles Meredith

Karen Brown

George Bland

Charles Tomlinson

James N. Shaw

Leslie Crump

Roscoe Crump

James Swearingen

ABF

Active Transport

Active Transport

Allied Systems

Allied Systems

AM Building Supply

American Frieght

Bower & Associates

Clariant Corp.

CW Transport

Dallas Mavis

Delta Gulf Corp

Jack Cooper

Kentucky Lumber

Kroger

Kroger

KY Solite

KY Solite

Lewis Brothers Baking

Donald Oliver

William C. Cooper

Richard Shindler

Jimmy Johnson

Les Hartz

James C. Ayres

Kenneth R. Shrewsbury

Lawrence Rudolph

Curtis Emmih

Charles Hosch

Danny Meredith

Joseph Jacobs Jr.

Lenard Redford

Timothy Collins

Vickie Montefort

William Mack

Benjamin Brown

J.C. Waldrige

Tony Miller

Lumberman WHSE

Morgan Packing

McLean Transport

Paramount Plywood

RCS Transport

Ready-Mix Concrete

Rogers Cartage

Sentinel

Smith's Transfer

UPS

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USF Holland

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Teamster Day at Kentucky Kingdom

Due to the great success of last year's event, President Zuckerman is proud to announce this year's Teamsters Day at Kentucky Kingdom on May 17th. As it was last year, tickets will be \$10 per person* and can be purchased at the Dues Office of Local 89 from 8am-5pm.



There is also a "rain out" day scheduled for August 18th if severe weather forces the closing of the park. Teamsters families will also be pleased that Hurricane Bay will be open for the event. Meal tickets for a picnic buffet will be available for purchased the day of the event or an earlier date to be announced. The cost of \$11 for adults and \$9 for children and includes fried chicken, all beef hotdogs, potato salad, baked beans, chips, cookies and soft drinks.

Please come out and enjoy this day of family fun and Teamsters fellowship!

must be purchased by a member of Local 89—buying tickets for friends and family is welcome

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.





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

Next General Membership Meeting
June 12, 2015
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215

TEAMSTERS LOCAL 89

2015 Paul Priddy Memorial Golf Scramble

Saturday June 6th, 2015

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 Golf Scramble

Members Company _____

A. _____

B. _____

C. _____

D. _____

Mail completed entry form & fee to

Teamsters Local 89

Attn: Rick Curtis

3813 Taylor Blvd, Louisville, KY 40215

MAKE CHECKS PAYABLE TO RICK CURTIS