



TEAMSTERS LOCAL 89

The Official Publication of the International Brotherhood of Teamsters Local 89

www.teamsters89.com

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info@teamsters89.com

AMERICAN FEDERATION OF LABOR
CONGRESS OF INDUSTRIAL ORGANIZATIONS
Grants This
SOLIDARITY CHARTER
To
Teamsters Local 89

to build unity and strength on behalf of working people within the jurisdiction of the above-named local union and affiliated organizations, this Solidarity Charter authorizes the above-named local union to establish the following organization(s), with such rights and privileges as established by the Executive Council and President in the terms, conditions, and rules governing the organization.

Kentucky State AFL-CIO

The union agrees to abide by the terms, conditions, and rules governing the organization established by the Executive Council and President. This charter is subject to the terms, conditions, and rules established by the Executive Council and President.

Labor and Congress of Industrial Organizations

the exercise of all its rights and privileges as provided and set forth in the constitution and bylaws of the organization.

**Important Delegate Nominations
Information Contained on Pages 7 - 9**



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Executive Board

Fred Zuckerman
President
Ext. 114

Colvin "John" Bolton
Secretary-Treasurer
Ext. 115

Avral Thompson
Vice-President
Ext. 121

Jeff Cooper
Recording Secretary
Ext. 138

Kevin Evans
Trustee
Ext. 122

Brian Hamm
Trustee
Ext. 134

Robert Colone
Trustee
Ext. 116

Business Agents

Bowling Green & Surrounding Areas

Kevin Evans Ext. 122

Carhaul

Avral Thompson Ext. 121

Construction

Jeff Cooper Ext. 138

Jim Kincaid Ext. 132

Food, Bakery, Warehouse, and Misc.

Jay Dennis Ext. 133

Rick Curtis Ext. 135

Roy Reynolds Ext. 126

Freight

Rusty Villier Ext. 111

UPS Air

Brian Hamm Ext. 134

Craig Burns Ext. 127

Vinny Rivera Ext. 131

UPS Ground

James DeWeese Ext. 130

Mike Rankin Ext. 123

Departments

Assistant to the President

Misti Dunn Ext. 113

Assistant to the Secretary-Treasurer

Cheri Metcalf Ext. 112

Benefits

Gary Tomes Ext. 139

Kim Wolfe Ext. 124

Communications

Stephen Piercey Ext. 141

Dues

Janice Argo Ext. 119

Trista Thompson Ext. 118

Legal

Robert Colone Ext. 116

Maintenance

Danny Clemente

Office Manager

Angela Harris Ext. 110

Organizing

Jay Dennis Ext. 133

Kevin Evans Ext. 122

Politics

Jay Dennis Ext. 133



A Message From President Fred Zuckerman

Since the last edition of our newsletter was sent out, thousands of active and retired Local 89 Teamsters received letters from the Central States Pension Rescue Plan showing drastic cuts to their hard-earned pensions. Some members have reported receiving cuts as high as 60%. These cuts affected Local 89 officers and staff as well as our rank-and-file members.

These cuts are outrageous and fly in the face of everything organized labor stands for. Cutting the pensions of active members is terrible on its own, but the very notion of cutting retirees, who already rely on their pensions to survive, is barbaric and unacceptable.

There is no simple fix to this problem. As many of you are already aware, the Central States Pension Fund has been in dire straights ever since UPS left to form their own pension plan in 2008. Since then, hundreds of other companies have followed suit. As of today, there are nearly 4 retirees drawing pension checks for every one active member making contributions to the fund. This is, very simply, unsustainable.

Presidential candidate and United States Senator, Bernie Sanders, has put forth a bill in the Senate to reverse the Multi-Employer Pension Reform Act (MEPRA) and to federally fund the pension funds that are in danger, including Central States. Unfortunately, due to the current anti-worker makeup of congress in Washington DC, it is highly unlikely that such a bill will pass any time in the near future. So it falls to us as Teamster members to do what we can to correct the Central States Pension fund as best as possible.

Teamsters Local 89 is engaged in researching the plan that Central States submitted to the United States Treasury department and we are investigating any possible ways for us to modify or halt this disastrous decision. That said, the only way to truly fix the Central States pension is to stop allowing companies to exit the plan, and to start adding new participants into the plan. That means we must organize new companies, not just here at Local 89, but across the entire Central States. This will not be easy, nor will it be done quickly, but make no mistake, it **MUST** be done.



KENTUCKY UNITED



In 2005 the International Brotherhood of Teamsters ended their affiliation with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). For those who are unfamiliar with it, the AFL-CIO is an umbrella organization that acts as the collective voice for hundreds of labor unions across the country, giving even the smallest organization the means to stay actively involved in the American labor movement.

While there were many reasons behind the IBT's decision to leave the AFL-CIO, it is now evident this was the wrong thing to do. The departure further fractured the labor movement throughout the country at a time when all unions and their members desperately needed to stand together in solidarity.

We are very proud to announce that Teamsters Local 89 has reversed that decision and is now officially affiliated with the Kentucky Federation of the AFL-CIO. While Local 89 has worked closely with the AFL-CIO on labor issues for many years, this affiliation is a landmark action bringing even greater unity to labor across the Commonwealth of Kentucky.

In an effort to make this decision all inclusive, the merits of rejoining the AFL-CIO was brought before the members at the September 11th General Membership Meeting. After explaining the issue to the members President Zuckerman opened the floor to questions and comments. Recognizing the importance of this moment, several members stood and spoke up in favor of the affiliation. In turn, all those in attendance unanimously supported a motion made to join the State Federation.

"For far too long the labor movement has been splintered. It is time for us all to unite and assist one another in the shared goal of strengthening all unions in Kentucky," said Local 89 President Fred Zuckerman. "No longer can



we afford to let our differences divide us. Labor unions in Kentucky have far more in common than we do apart, and we must stand together and fight as one for a better future.”

The significance of this affiliation cannot be overstated. The working people of Kentucky have been under constant assault for many years, and it is imperative that the labor movement in the Commonwealth stands united. With a combined voice we can move forward to demand the dignity, respect, and livelihoods our members and all Kentucky workers deserve.

“The affiliation of Teamsters Local 89 with the Kentucky State AFL-CIO joins together another great union with their brothers and sisters of organized labor across Kentucky as labor unites to battle the wealthy adversaries of Kentucky’s hard working men and women,” said Bill Londrigan, President of the Kentucky State AFL-CIO. “We are gratified and excited to work in unity with the leadership, staff and members of Local 89 as we engage our enemies with new tactics and increased strength. While our relationship has always been positive, beneficial and in a spirit of solidarity this affiliation cements our commitment to share resources to achieve the goal of advancing the interests of those who work for a living.”

The affiliation into the Kentucky Federation was the second major act of labor solidarity led by Teamsters Local 89 this year. The first was our previously documented affiliation with the Greater Louisville Central Labor Council (CLC) in January. Combined, these actions allow the CLC, the AFL-CIO, and Teamsters Local 89 to work together with even greater levels of transparency, solidarity, and ultimately success in the coming years.

Politics

2015 Election Report

Although Teamsters Local 89's endorsed candidate for Governor did not win in November, we as union members must not give up the fight. This is but one battle in a long war that we will inevitably win. We will not win simply because of how badly we want to, or because of how hard we will work for it, but because we HAVE to win.

We must win for the future of working men and women in Kentucky. For the future of our children and grand children. For the future of the labor movement, and an honest, a decent living.

The American middle class was built by Organized Labor, and Organized Labor was built by our predecessors in the Labor Movement. Long ago they built this Movement, which has since provided economic hope, stability, and mobility to millions of Americans. They built this Movement on their blood, sweat and tears. They built this Movement while corporations and politicians in the early 1900s beat and murdered them.

Our union was built by the blood of those came before us, and it is our duty to make sure that we do

not let their sacrifices be in vain. We must rise, we must rebuild, we must take back momentum and fight against anything that stands in our way.

This election may have not had the outcome we fought for, but another battle already looms before us. We must ensure the Kentucky State House continues to stand with the House of Labor. In 2016 we must elect pro-worker candidates to the Kentucky State House to get that done. Next year it does not matter whether you will be voting Republican, Democrat, or Independent for the President of the United States, here in Kentucky we must reach across party lines and ignore the letter before a candidate's name. Here locally, we must make sure the House remains allied with the working people of Kentucky.

We can win this fight. We MUST win this fight. We are the Teamsters Union. We have never been afraid to fight back against the Corporate Goliaths and corruption to protect our members, nor will we ever be.

We are the Teamsters and we will never surrender.

Thanks to the Local 89 "Ground Team"

Teamsters Local 89 would like to thank all of the members who worked very hard during the election season that just concluded. Although the outcome wasn't what we'd hoped, these dozens of members devoted immense time and energy to the cause.

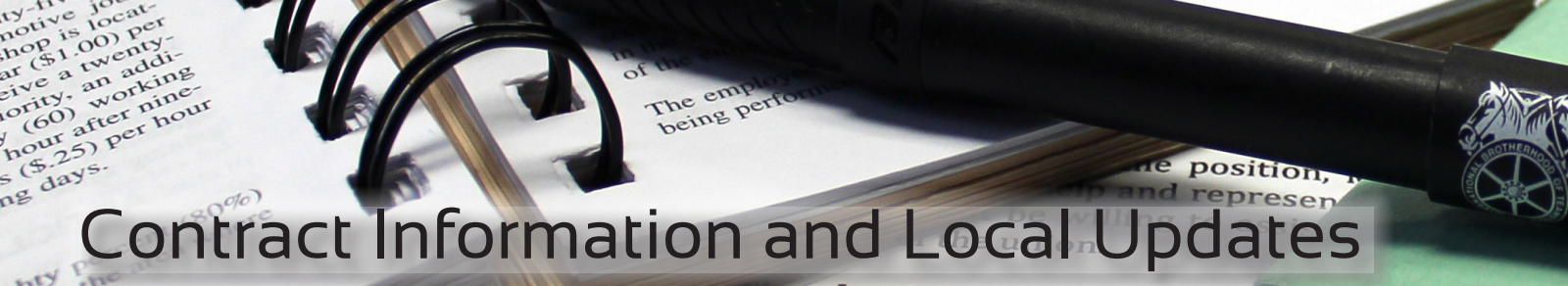
"This sort of campaign work is very difficult. It requires long hours away from friends and family and the ability to speak with a range of personalities with varying political views," said Jay Dennis, Political Director for Teamsters Local 89. "While the election didn't go as we had hoped, Independent, Democratic and Republican voters in our ranks turned out to support pro-worker candidates. The efforts of the 'Ground Team' were crucial to making this happen, and they will continue to fight back against the anti-worker Bevin Agenda whenever and wherever that that

fight may be. We cannot thank them enough."

In addition, we'd like to personally recognize and thank the following members of the Local 89 political "Ground Team".

Bill Miller and Trey McCutcheon from Zenith Logistics, and Matt Ward, Joe Sexson, and Leigh Hadley from UPS Worldport.

These five members often worked shifting hours, long days, and gave up their weekends all for the cause of strengthening the labor movement in Kentucky. They knocked on over 16,000 doors in the Greater Louisville area, hand billed dozens of worksites, and spent many hours calling voters during long phone banking shifts. Their hard work and dedication cannot be overstated. Our hats are off to you!



Contract Information and Local Updates

Carhaul Contract Rejected

On October 15th Carhaul members in Local 89 and across the country soundly rejected the NMATA Tentative Agreement by approximately 87%. This resounding rejection only further proves that Carhaul members are dissatisfied with this agreement and demand a stronger TA in order to safeguard their livelihoods.

As of the time of this printing, no further information about the next steps of Carhaul contract negotiations have been released by the IBT or the negotiating committee. Rest assured Teamsters Local 89 will keep our members informed as soon as new details come to light. Be sure to follow us on Facebook to stay fully up to date!

Mondelez

On Friday, October 16th the members at Mondelez unanimously ratified a new three-year agreement with the company. Some of the highlights of this new contract include:

No increases in health care costs to the members during the life of this agreement.

Increases in members pension plan all in the first year.

Increases in hourly wages of .75 cents in the first year .50 cents in the second year, and .50 cents in the third year.

Business Agent Roy Reynolds would like to thank Union Steward Butch Foster for his help in the contract negotiations.

Voith Update

While the main settlement case against Voith has not been finished, we are pleased to report one victory in this long and arduous battle. During the Voith strike last year the company was

offering employees a \$1,500-dollar bonus for what they claimed was a "perfect attendance for 30 days" award which coincidentally began the same day as the strike. Thirty-eight employees refused to cross the picket line and therefore were ineligible for the bonus. A subsequent labor charge was filed against Voith to make them pay this bonus to the men and women who refused to cross.

Voith has now settled that labor charge for the amount of \$1,231 dollars per person, and all thirty-eight of those brave employees will be receiving their money shortly. This is a testament to the strength and solidarity of those who stood on the picket line. Congratulations to you all!

Wing C Break Grievance Victory

Wing C 1DA Steward Tom Suddeth recently settled a grievance for thirteen employees who were not receiving breaks. During September and October these thirteen employees were neither given their break during the sort, or paid for the break after the sort. The part-time supervisor in the area claimed that he believed an employee had to work four hours to qualify for a paid break, but the Louisville Air Rider contract explicitly states that all employees who work three hours are to receive a paid break.

As a result of this settlement, roughly 26 hours of pay will be distributed amongst the thirteen affected employees for a total of approximately 400 dollars in awarded pay. Teamsters Local 89 would like to thank steward Tom Suddeth for resolving this situation, and would like to remind all Worldport employees of the importance of exercising your right to a paid break during the sort, or the addition of the paid break after the sort.

Announcements

Letters From Scholarship Winners



Jabez Mahan

I am Jabez Mahan, son of Dana & Andy Mahan from UPS. I am a senior at Bullitt East High School, currently taking starter classes at Sullivan College of Technology and Design. My plans are to continue classes at Sullivan College of Tech and Design to get my Associate's Degree in Graphics Design. My interests include playing soccer, using computers, and camping outdoors. I have also achieved the rank of Eagle Scout in the Boy Scouts of America program. I am very appreciative of this scholarship and thank you for helping further my education.



Jacob Flispart

I would like to thank you for choosing me as a recipient of the Teamsters Local 89 Scholarship. I graduated from Jeffersonville High School with an Honors Diploma in 2015. I was a four year varsity athlete participating in baseball, soccer, and track. I was also a member of the National Honor Society and graduated in the top 15% of my class. I am now a freshman at the University of Cincinnati studying International Business. My Father has been a UPS employee and Teamsters member for the last 29 years. This money will go towards paying for books and other various college expenses. I am especially thankful for this honor since I am a twin, as you can imagine with two kids going to college at the same time it can create financial stress for my family. Again, thank you very much for selecting me.



Taylor Morphis

I am Taylor Morphis, daughter of Michael Morphis, a UPS feeder driver. I am currently a senior at New Albany High School. I am planning on attending Indiana University Southeast and I am going to major in teaching English. I am an active member of Teen Court and I also am a member of Cadet Teaching. Teen Court allows me to help troubled teens who have committed minor crimes and Cadet Teaching allows me to be a teacher's assistant at Hazelwood Middle School. I have also been volunteering at the Clarksville Humane Society, a no-kill animal shelter, for years.

I appreciate you giving me a scholarship and helping to further my education.



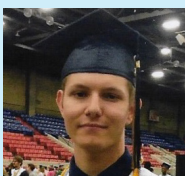
Michael Richards

My name is Michael Richards; I'm 18 years old and from Taylorsville, KY. I recently graduated from Saint Xavier High School where I was a member of both the National Honor Society and German Honor Society. I also participated in football and track. In addition, I have achieved the rank of Eagle Scout and I'm active in my church. Currently I'm enrolled at Bellarmine University where I'm majoring in Finance and I hope to also get a minor in German.



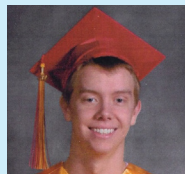
James Hutchins

My name is James "Jude" Hutchins. I am 19 years old and a 2015 graduate of Bethlehem High School. My plans for college is to attend the University of Louisville - J.B. Speed School of Engineering in the fall of 2015.



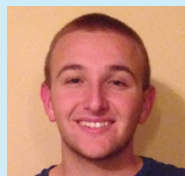
Christopher Bradford Lynch

My name is Christopher Bradford Lynch. I am 19 years old and a full time student at the University of Louisville Speed School of Engineering. I am attending U of L to get my master's degree in Environmental Engineering. I plan on getting a job that deals with research and development of solar panels.



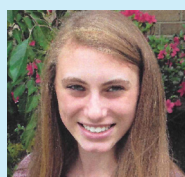
Joe Hooper

I would like to thank Teamsters Local 89 for granting me with this \$1,000 dollar scholarship. My mom has worked at UPS for over 10 years. I graduated from Bullitt East High School with a 3.97 GPA and am now attending J.B. Speed School of Engineering at the University of Louisville. I plan to graduate in 2019 and major in Mechanical Engineering. My interests are working out, playing basketball, and playing cards with friends when I am not studying. Once again, thank you for helping me pay for my college and furthering my education!



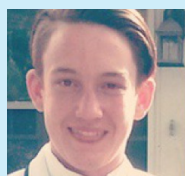
Joey Collins

I am Joey Collins, son of Michael Collins, who has been a Teamster UPS employee for 32 years. This year I graduated from New Albany High school where I played baseball and was in the top ten percent of my class. I was in the National Honor Society, and I am now attending Franklin College, where I will continue to play baseball and major in biology. My father and mother are extremely hard working people, and I plan to follow their path, as they have guided it so well for me. I am so thankful and appreciative of everybody for choosing me for this wonderful Teamster Scholarship to help me continue my education.



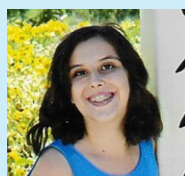
Alyvia Maynard

Hi, my name is Alyvia Maynard, daughter of Tracy Maynard who is a UPS world port employee. I graduated from Whitefield Academy in Louisville, Kentucky, with the honor of Miss Whitefield 2015. I also played varsity softball, was a leader of the Beta Club, and was a member of the high school choir. I currently attend Eastern Kentucky University where I am majoring in elementary education. I want to use my life to give back to those who have invested in me by educating out future generation. I would like to thank Teamsters Local 89 for blessing me with this wonderful gift!



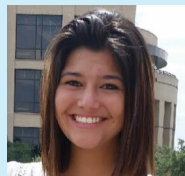
Clay Bonin

My name is Clay Bonin, I am eighteen years old and I am from Louisville, Kentucky I go to Northern Kentucky University where I am majoring in Electronic Media and Broadcasting. I hope to use this degree to make films and TV shows. I was a manager of a Local Small Business before moving away for college. I have participated in multiple volunteer work activities. I also love basketball and skateboarding.



Carly Douglas

My name is Carly Douglas and I am a current senior at Thomas Nelson High School. I am a member of 3 4-H clubs while being the president of one of those clubs. I am also in the club Fellowship Christian Athletes at Thomas Nelson. I am currently taking college classes at Elizabethtown Community & Technical College to finish my basics. I am then planning to pursue either sonography, x-ray technician or physical therapy assistant degrees in the future. Thank you so much for choosing me for this scholarship opportunity!



Alexis Villarreal

Senior at Bullitt East High School in Mount Washington. Alexis is the daughter of Angie Cissell 2DA UPS Small Sort part-time employee. Alexis will be attending a college somewhere in the State of Texas. She plans on earning a PH.D. in Marine Biology/Oceanography. Alexis also hopes to achieve a Bachelor's degree in Business. Alexis is very excited and would like to thank Teamsters 89 for this scholarship.

Notice of Nomination of Local 89 Delegates and Alternates to the 2016 IBT Constitutional Convention

Nomination of candidates for Eighteen (18) delegates and Eighteen (18) alternate delegates to the June 2016 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

DATE: Wednesday, January 6, 2016

TIME: 7:30PM

LOCATION: Local 89 Headquarters

(3813 Taylor Blvd., Louisville, Kentucky 40215)

The expenses of sending the delegates to the IBT Convention will be paid by the Local Union. The expenses of sending eighteen (18) alternate delegates will be paid by the Local Union.

ELIGIBILITY TO NOMINATE

To be eligible to nominate or second, a member must have paid dues through December 2015. Dues and arrearages must be paid by 5:00 p.m. on Wednesday, January 6, 2016 at Teamsters Local 89's office, 3813 Taylor Blvd., Louisville, Kentucky 40215.

ELIGIBILITY TO RUN

To be eligible to run for Convention delegate or alternate delegate, a member must:

- 1. Be a member in continuous good standing of the Local Union, with one's dues paid to the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments;**
- 2. Be employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nominations; and**
- 3. Be otherwise eligible to serve if elected.**

It is strongly recommended that each prospective nominee request advance verification of his/her eligibility to run for delegate or alternate delegate. In order to maximize the opportunity for the Election Supervisor to verify eligibility in advance of nomination, this request should be made in writing to the Election Supervisor as soon as possible, but in no event less than five (5) working days prior to the nomination meeting. The Election Supervisor will not be able to verify eligibility of any prospective nominee who requests verification less than five

(5) working days prior to the nomination meeting.

METHOD OF NOMINATION

Delegate candidates will be nominated and seconded separately from alternate delegate candidates.

All nominations for delegate and alternate delegate shall be at large.

Any member may:

1. Be nominated and seconded orally from the floor by members in good standing other than the nominee; or
2. Be nominated and seconded in writing by members in good standing, other than the nominee, unable to attend the nominations meeting. A written nomination or second must:
 - Be submitted to the Local Union Secretary-Treasurer so as to be received no later than 5:00 p.m. the day of the nominations meeting (January 6, 2016);
 - State whether it is a nomination or a second;
 - Identify the name of the person being nominated or seconded;
 - Identify if the nomination or second is for delegate or alternate delegate;
 - Be signed and have the last four digits of the member's Social Security number; and
 - Be treated by the presiding officer as if it had been made from the floor.
3. Nominate or second more than one candidate;
4. Be nominated or seconded by more than one member;
5. Decline to be nominated or seconded by a particular person or persons.

Any member who intends to nominate or second a candidate may also request that the Election Supervisor verify his/her eligibility. All such requests must be in writing and must be received by the Election Supervisor no less than five (5) days prior to the nomination meeting.

ACCEPTANCE OF NOMINATION

The nominee may accept either:

1. In person at the meeting; or, if absent, in writing.
2. If acceptance is made in writing, the document must be presented to the presiding

Local Union officer no later than the time the member is nominated. Any member present at the meeting may produce the written acceptance at the time the absent member is nominated.

No member may accept nomination for both delegate and alternate delegate.

Any candidate for delegate and alternate delegate is permitted to run as a member of a slate, which is defined as any grouping by mutual consent of two or more candidates. To qualify on the election ballot as a slate, a slate declaration form, which is available from the Secretary-Treasurer or the Election Supervisor at the addresses shown below, must be completed and submitted to the Secretary-Treasurer, with a copy to the Election Supervisor, no later than three (3) days after the Local Union's final nominations meeting.

Any attempt by a person or entity to limit, interfere or retaliate against any IBT member for exercising the right to nominate, second or run as a delegate or alternate delegate, may result in disqualification of a candidate who benefits from the violation, imposition of criminal penalties under federal law and/or other consequences or remedy.

For additional information relating to the nomination or election process for IBT International Delegates or Alternates, contact your Local Union Secretary-Treasurer, or the Office of the Election Supervisor the Election Supervisor Regional Director.

THE ELECTION SUPERVISOR MAY BE CONTACTED AT:

**Office of the Election Supervisor for the
International Brotherhood of Teamsters
1050 17th Street, N.W., Suite 375
Washington, D.C. 20036
Telephone: 202-429-8683
844-428-8683 — TOLL FREE
Facsimile: 202-774-5526
E-mail: ElectionSupervisor@IBTvote**

**THE ELECTION SUPERVISOR REGIONAL DIRECTOR MAY BE CONTACTED
AT:**

**Mr. Bill Broberg
1108 Fincastle Road, Lexington, Kentucky 40502
Telephone: (859) 269-5657
E-mail: wbroberg@ibtvote.org**



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

Next General Membership Meeting
March 11, 2016
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215

TEAMSTERS LOCAL 89

In Memorium

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

James Whitmer	KY Metals
Marvin A. Bunt	Martin Brower
Ellis P. Lee	Kroger
Edward Rice	Gordons Transportation
Lewis Newton	Universal Concrete
Floyd Ash	Shamrock Construction
James White	Modern Concrete
Roland J. Beliveau	Matlack Inc.

Teamster Made

Congratulations to our newest additions to the Teamsters Family!

James McGee	UPS	Baby Boy
James Melton	Zenith	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.