



TEAMSTERS LOCAL 89

Helping People
Build Better Lives



Tom's Back!
International Paper Chief-
Steward returns to work
after arbitration victory!

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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

Robert Colone Ext. 116

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

Melissa Walls Ext. 118

Legal

Robert Colone Ext. 116

Maintenance

Danny Clemente

Switchboard

Angela Harris Ext. 110

Organizing

Jay Dennis Ext. 133

Kevin Evans Ext. 122

Political and Legislative Action

Jay Dennis Ext. 133

Robert Colone Ext. 116



A Message From President Fred Zuckerman

In the past few months there has been much chaos and confusion at the International over upcoming negotiations with UPS.

For those who are not up to speed, Sean O'Brien (President of Local 25 and Eastern Region Vice President) was appointed as IBT Package Division Director and was set to lead national negotiations with UPS. Despite any previous disagreements we may have had with Brother O'Brien, the work he was doing since being appointed to lead the Package Division was a welcome change in direction. O'Brien was working hard to build trust and unity among the Local Unions that represent UPS members, something the International has been publically calling for (see the word UNITY on the front of the most recent Teamsters magazine). He was reaching out to Local Unions that the previous Director, General Secretary-Treasurer Ken Hall, had ignored. He was rebuilding trust amongst UPS members, and standing up to the corporate giant that is UPS. He was showing a willingness to stand up and fight UPS on behalf our members that the International has long lacked.

General President Hoffa's decision to remove O'Brien is offensive and smacks of self-interest and poor leadership. To jeopardize negotiations with our Union's largest employer in this manner is an insult to our members and a knife in the back to the very ideals our Union stands for.

Rest assured, Teamsters Local 89 will not sit idly by while chaos consumes UPS negotiations. We will continue to fight, and fight hard, as we have always done. Our members deserve better than this, and regardless of the absurd games being played with the Package Division, we will never stop fighting. We will never surrender. We will stand up to UPS in these upcoming negotiations, unflinching, unwavering, and resolved to win the contract our members deserve.

And, despite this clear attempt to fracture the Unity and Trust that O'Brien was attempting to build, we will not be standing alone. The membership of the International Brotherhood of Teamsters is awoken, energized, and ready to fight for what they deserve. This cowardly act will not silence us. It will only make us stand taller.

In fact, Local 89 Secretary-Treasurer John Bolton and Vice President and Central Region Vice President Avral Thompson were recently placed on the UPS National Negotiating Committee. The presence of two seasoned Local 89 leaders gives our members two powerful voices that will not be silenced. Furthermore, due to their positions John and Avral will be able to provide us with a wealth of knowledge and insights that will only strengthen us in our Local negotiations at the UPS Air District.

Local Updates

Member Spotlight



Aaron Burgin **UPS Worldport**

Meet Aaron Burgin!

Aaron is a 3-hour member on Wing A Ramp. He works the night shift and has been at UPS for 10 years.

Aaron, who began training at the age of 12, is a 4th Degree Black Belt in Shaolin Kempo, and a Purple Belt in Brazilian Jiu-Jitsu.

In 2010, Aaron started the Oldham County Martial Arts Academy. While originally ran out of a local YMCA, his school now has its own building as well as additional instructors (including the only JKD instructor in Louisville). Today, Aaron has between 50-60 students at any time, and was recently ranked in the top 20 Martial Arts schools in Louisville!

Aaron is a proud Teamster, as well as a proud martial arts practitioner and instructor who is passionate about his arts, and feels practicing martial arts and teaching his students gives him purpose.

If you'd like to learn more about Aaron's Oldham County Martial Arts Academy, visit www.ocmaaky.com

Know someone at Worldport you think should be spotlighted?

Email: spiercey@teamsters.com

Organizing Victory at IMI Oldham Co.

Workers at a newly built IMI facility in Oldham County, Kentucky achieved a great victory today when they voted in favor of joining

Teamsters Local 89.

Recording Secretary and Business Agent Jeff Cooper was approached by these drivers approximately 20 days ago about becoming members of Teamsters Local 89. The drivers were being trained in a unionized IMI plant in Louisville while their facility was under construction, and frequently spoke to Teamster members there about the benefits of being in our great union.

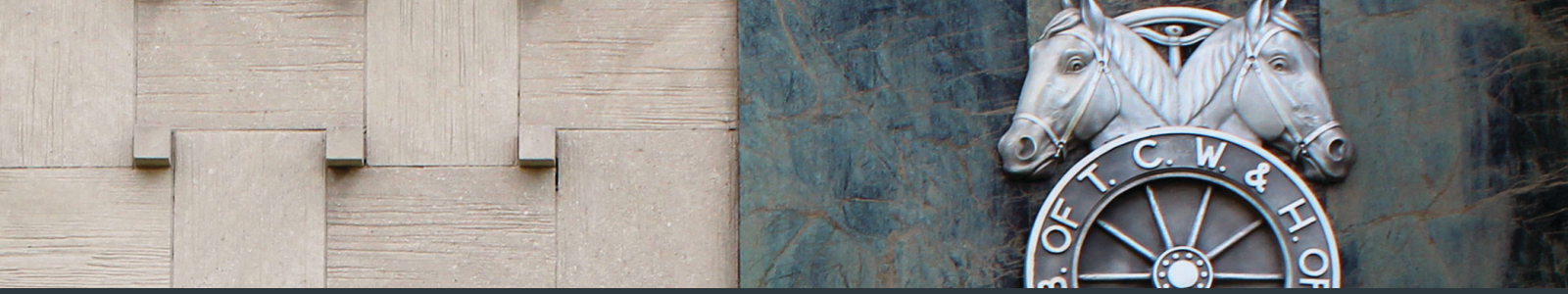
After a majority of cards were signed, Organizer and Business Agent Jay Dennis assisted in filing the paperwork to call for an election approximately two weeks ago, while Cooper continued to speak directly to the Oldham County drivers as often as possible.

We would like to thank our existing IMI members in Louisville, Selinda, Middletown, and Shepherdsville, for speaking to these new brothers about the benefits of being a part of Teamsters Local 89. We would also like to thank Kyle Higdon, one of our new brothers, for being the observer for the Teamsters at the vote count this morning.

On behalf of President Fred Zuckerman and the Officers, Agents, and Staff of Teamsters Local 89, congratulations and welcome to our new IMI Oldham County members!

Hurricane Relief Efforts

On Friday, September 2nd, members from Teamsters Local 89 assisted UAW 862 OnLine, Greater Louisville Central Labor Council, GL-CLC, and dozens of other area labor unions in sending supplies to hurricane Harvey victims in Texas.



The operation, which came together in a matter of days, was started by a rank-and-file UAW member named Frank Rouse who reached out to his local leadership for help gathering supplies, who in turn reached out to Teamsters 89 to help with transportation.



"It is the duty of organized labor to assist those in need," said President Fred Zuckerman. "Whether by negotiating strong contracts, or sending much needed supplies to victims of natural disasters, helping people is what unions do."

Business Agent Jay Dennis ran point for Teamsters Local 89, working with President Zuckerman to secure the Teamsters Joint Council 94 semi-truck to transport supplies to Louisiana where relief efforts were being coordinated. Retired Local 89 member Herman Veltman volunteered to drive the semi, which left Friday afternoon with its 48-foot trailer filled with supplies loaded by union volunteers, including Local 89 Business Agent James DeWeese.

Thanks to the generosity of Louisville area union members, the Teamsters JC94 trailer simply wasn't enough. After the semi left for

Louisiana, supplies continued to pour in, and a rental truck and personal truck trailer were brought in to finish loading up. This second operation took place at the UAW 862 union hall, where volunteers worked in the rain that had once been part of hurricane Harvey, to get the last of the relief supplies loaded.

"It's incredible, but it's not something surprising to me either," said Teamsters Local 89 Communications Director Stephen Piercey. "Unions come together very well for our community; we always have."

Since these supplies were sent to Texas to aid the victims of Hurricane Harvey, our Teamsters brothers and sisters in Florida and Puerto Rico have also been devastated by Hurricanes Irma and Maria. They too need our help to rebuild.

If you would like to help you can donate money by check or credit card to the Teamsters Disaster Relief Fund (<https://teamster.org/benefits/disaster-relief>) which will be putting significant resources into helping our brothers and sisters who have been harmed by these massive storms.

Donate here:

<https://teamster.org/benefits/disaster-relief>





Steward Seminar

On Sunday, July 23rd, nearly 80 Stewards and Alternates attended a Teamsters Local 89 Stewards Seminar on so-called "Right-to-Work".

The Seminar, which lasted approximately 4 hours, was opened by President Fred Zuckerman and Vice President Avral Thompson. Trustee and Legal Counsel Robert M. Colone spoke about the KY "Right-to-Work" Act and our legal challenge against it, and then Communications Director Stephen Piercey briefly spoke and explained the agenda and material for the day.

The majority of the Seminar was conducted by Iliana Flores from the Teamsters Training and Development Department, who came to Louisville this weekend to help our Stewards learn about what their rights and responsibilities are in a "Right-to-Work" environment.

All in all, with staff included, over 90 Teamsters were present to learn on Sunday. We thank all those who attended on what was, for many of them, their weekend. We also thank Iliana and the IBT Training and Development Department for coordinating this great educational Seminar with us!





President Zuckerman poses for a photo of his award with several members of Teamsters Local 89, Local 256, and Local 783, including Presidents Patty Grimm (Local 236) and John Stovall (Local 783).

2017 Kentucky Labor-Management Conference

On Wednesday night, September 13th, Teamsters Local 89 President Fred Zuckerman was the guest of honor at Kentucky's 40th Labor-Management Conference and was given the 2017 Kentucky Labor Award.

Todd Dunn, Labor Chair of the Conference and President of UAW Local 862, presented the award. Other speakers included State Representative Will Coursey, and Kentucky Attorney General Andy Beshear attended as the keynote speaker for the night.

President Zuckerman was given this prestigious award for his years of dedicated service to the Kentucky Labor Movement, which has improved the lives of thousands of hard-working men and women in the Teamsters and beyond.

The room was packed with labor union officials from all across the state, including IBT Central Region Vice President Avral Thompson, President John Stovall of Teamsters Local Union 783, and President Patty Grimm of Teamsters Local 236.

During his acceptance speech, President Zuckerman spoke about the need to reach out to young workers and bring them into the Labor Movement to make it thrive again, and thanked everyone in the room for their dedication to the Movement.

"You guys are my heroes. You guys get up every morning, you hit the streets, you do the education," said President Zuckerman. "We go out and organize, we get the job done. And I appreciate everything you guys do."



President Zuckerman receives the 2017 Kentucky Labor Award, presented by UAW 862 President Todd Dunn.

TOM'S BACK!

LOCAL 89

After a seven-month battle with his employer over termination, Chief-Steward Tom Corbett triumphs

Tom had worked for International Paper (IP) for thirteen years and had been Chief-Steward for seven when management decided to make an example out of him. IP, which makes corrugated boxes for many major companies, had a strict “lock-out, tag-out” procedure. In essence, any piece of equipment that needed to be adjusted had to be shut off completely, locked out so it couldn’t be restarted, and tagged by the person who did so before it could be modified in any way.

There was, however, one particular adjustment on one particular machine IP that management knowingly did not enforce the “lock-out, tag-out” rule on. This was because the adjustment needed was merely moving the glue gun slightly, a task that had to be done dozens of times per shift, and doing so did not put the operator in harm’s way as most mechanical adjustments would. They even removed a safety guard from this particular machine to make it easier for the operator to reach the glue gun in question!

This particular machine also happened to be operated by a particular worker; Chief-Steward Tom Corbett.

In November of 2016, a manager was walking past Tom’s machine and saw him adjust the glue gun as

he had always done. The manager told Tom that he shouldn’t be doing this with the machine running. This surprised Tom, as the practice had never been used for adjusting the glue gun before, but he stopped what he was doing and complied with the manager’s instructions. Later that day, he was called into the office by the same manager and suspended pending investigation. After a six-day investigation, IP terminated Tom for failing to follow “lock-out, tag-out” procedures.

This termination ultimately led to a mediation, which took place in January of 2017. Business Agent Jay Dennis put on a very thorough case built by hard evidence. Nineteen images, nine statements from Tom’s co-workers, and testimony from acting Chief-Steward Floyd Glass and Stewards Richard “Snoop” Conn and Cody Rigdon, were all presented by Teamsters Local 89. The evidence proved rather conclusively that that “lock-out, tag-out” had never been previously applied to this procedure, and that in adjusting the glue gun on this specific machine, Tom Corbett was following an established practice that had been used by union members, outside vendors, and even management themselves for years.

Despite the clear evidence, and despite the mediator attempting to make management see reason, the



Business Agent Jay Dennis, acting Chief-Steward Floyd Glass, and returning Chief-Steward Tom Corbett celebrate their victory as Tom returns to work.

oy, International Paper, over a wrongful mpantly returned to work in June.

Company continued to refuse to budge, insisting that Tom should remain terminated, and so the argument moved into arbitration.

Arbitration took place in late March, but not for the termination. IP had terminated Tom via progressive discipline as he had already had a previous suspension under almost identical circumstances. This suspension, which Local 89 also fully believed to be unjust, had been moving along the disciplinary process parallel to the termination. It was this suspension that would ultimately prove to be the key to the entire case.

At the suspension arbitration, which took place in late March, Business Agent Jay Dennis again presented a strong case which was built with the help of IP stewards. Once again it was filled with evidence proving Tom's innocence, including testimonies from a number of his fellow Teamsters. Just like before, IP dug their heels in and refused to admit that they were wrong, and so it was up to the arbitrator to make the final call.

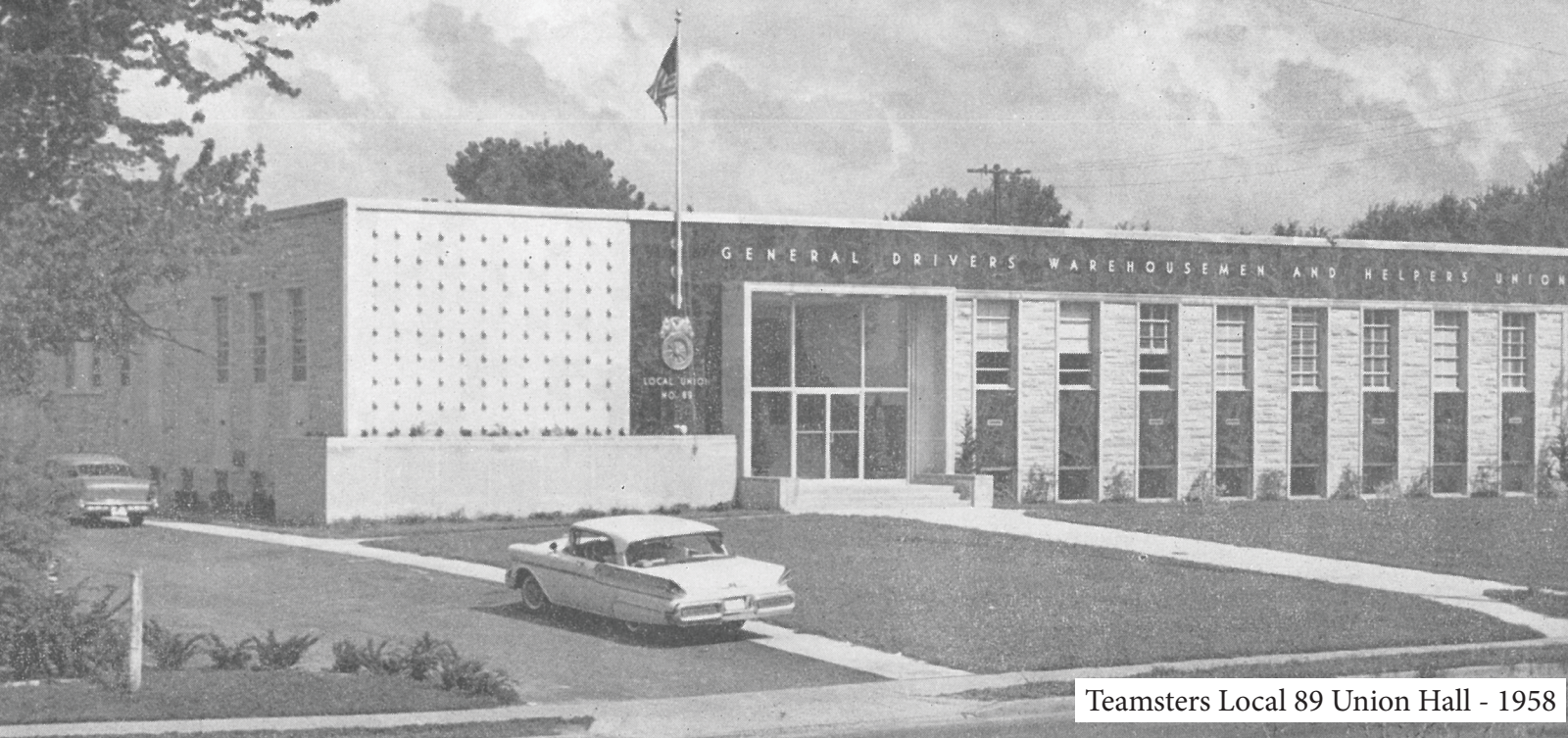
The arbitrator's decision was not rendered until mid-June, but it was worth the wait. He ruled completely in favor of Teamsters Local 89 and Tom, and ordered he be made whole for all losses he had taken. As a result of this suspension being overturned, which made the company's argument of progressive discipline null

and void, all other matters were swiftly resolved to Tom's satisfaction and he soon returned to work.

This case was a classic example of Teamster power. Members at International Paper rallied around their Chief-Steward when he was wrongly terminated. They wrote statements and testified, they wore buttons supplied by Teamsters Local 89 that said, "Stand With Tom". Tom's Business Agent and fellow Stewards investigated and built a solid case on a foundation of facts and evidence. The strongest in all of this, though, was Tom himself. Not once did he waver. Not once did he give up the fight. Despite the length of time it took to go from grievance, to mediator, to arbitration, to final decision, Tom never stopped believing that we would win the battle.

We would like to thank everyone at IP who came together and stood up for Tom via statements, testimonies, wearing buttons, and every other action that was taken. Business Agent Jay Dennis would also like to thank Floyd Glass for filling in as Chief-Steward, and Stewards Richard "Snoop" Conn and Cody Rigdon for stepping up when they were needed most.

Thanks to all this and his own resilience, Tom's back, he's Chief-Steward again, and he remains a proud member of Teamsters Local 89.



Teamsters Local 89 Union Hall - 1958

59 YEARS OF HISTORY

59 years ago Teamsters Local 89 built a new union hall, the amazing building which we still operate out of today.

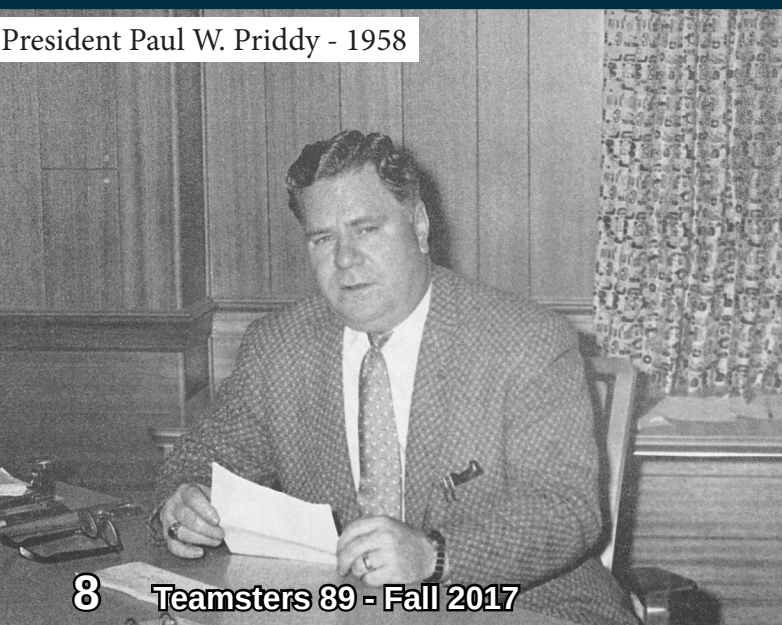
We recently found a copy of a photo book given out at the dedication ceremony for our hall on September 14th, 1958. The book was damaged with age, and much of its original black and white ink had turned red over the decades.

It is important to remember our history, so we decided to take some comparison photos to show how our Union Hall has changed over the past 59 years. We hope you enjoy this piece of Local 89's great history as much as we do!

You can find more images, as well as links to a digital copy of the full 1958 photo book on our Facebook page by typing the following link into your web browser.

<https://www.facebook.com/teamsters89/posts/1481760701910236>

President Paul W. Priddy - 1958



President Fred Zuckerman - 2017





Teamsters Local 89 Union Hall - 2017



Teamsters Local 89 Basement - 1958



Teamsters Local 89 Basement - 2017

The original Teamsters Local 89 conference table from our building dedication in 1958 is still here today, and was recently restored.





New Retirees

Congratulations to our newly retired Brothers and Sisters!

Jeff Cook	Cassens
Clarence Jeffers	Jack Cooper
Stanley Sparkman	Jack Cooper
Donald Thorne	Jack Cooper
Robert Webster	Jack Cooper
Curtis Manion	Keebler
Jerry Corbin	Taylor Co. RECC
Rebecca Gorin	Taylor Co. RECC
Walter Crumbacker	Transervice
Terry Eubank	Transervice
Kenny Phelps	UPS
David Sherman	UPS
Steve Holt	USF Holland
John Snawder	YRC
Weldon Christian	Zenith
Robert Leonard	Fire King
Jerry Logsdon	Fire King

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. Executive Board: Pat Guinn, Jerry Waters, Bill Sloan, James Wilson, Wayne Watkins, Earl Duvall, and Joe Soloman.

Dues for retirees are only \$25 per year and include all meetings and functions. For more information, contact Kim Wolfe.



In Memorium

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

Horace Street	A&H Trucking
Richard Jordan	UPS
Wister J. Dean	Georgia Pacific
Dennis Arnett	UPS
Billy McClellah	Morgan Foods
Roger W. Wright	Active Transportation
Linard H. Slayton	Creasey Co.
Patricia Colwell	UPS
Timmy Ray Bryant	PPG
Kevin Salty	APH
Robert Dowell	Smith Transfer
Alzo Elliott	Kroger
Dwight Bonapart	Jack Cooper
Bennie Ferrell	Creasey Co.
Mike Johnson	Ryder

New Births

Jason Tuttle	UPS	Son
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Thanks to everyone who came out for Teamsters Day at Kentucky Kingdom ! It was a beautiful day with a wonderful crowd ! We hope you all had a blast while hanging out with your brothers and sisters from Teamsters Local 89 and Teamsters Local 783 !



VALID PHOTO ID WILL BE REQUIRED AT THE POLLS.

The ballots will be counted at the Local 89 Union Hall, 3813 Taylor Boulevard, Louisville, Kentucky on December 16, 2017, after the polls have closed.

Absentee ballots will automatically be mailed on or about **November 13, 2017**, to members in good standing who are employed outside of a twenty (20) mile radius of the city of Louisville, Kentucky. Ballots will be mailed to the most current address contained in the Local Union records. It is each member's responsibility to ensure that the Local Union has his or her correct address. If an active member has moved recently or has not received Local Union correspondence, the 89 Teamster magazine, the International Union magazine, or this Notice, the member should notify the Local Union of his or her correct address immediately. Any qualifying member in good standing who does not automatically receive his or her absentee ballot within a reasonable period of time from the **November 13, 2017**, mailing date must request a duplicate absentee ballot **by 4:00PM on November 30, 2017**. Duplicate absentee ballots will be mailed on **December 1, 2017**.

Absentee ballots may also be obtained by mail from the Local Union's headquarters in Louisville upon written request. The written request for an absentee ballot must be addressed to the Election Supervisor and received **before 4:00PM on November 30, 2017**. Only a member in good standing who will be unable to vote at the polls because he or she is ill or disabled; will be away from home on vacation; on work assignment outside of a twenty (20) mile radius of the city of Louisville, Kentucky; or his/her work or personal schedule will interfere with his/her ability to vote is entitled to request an absentee ballot. Absentee ballots requested for the aforementioned reasons will be mailed **on December 1, 2017**.

All absentee ballots must be received at the designated Post Office Box **by 12:00 P.M. (Noon), Saturday, December 16, 2017**, in order to be counted. The ballots will be picked up at the Post Office on **Saturday, December 16, 2017**, at or around **12:30 P.M.** and counted at the conclusion of the Election on **Saturday, December 16, 2017**.

Instructions for completing the absentee ballot will be enclosed in the ballot package. This is a secret ballot vote. Do not give your ballot to anyone. You should mark your absentee ballot in private and mail your absentee ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the postage paid business reply envelope provided. Member identification information to be entered on the outer envelope will be used only to determine voter eligibility and will not affect the secrecy of the ballot.

To be eligible to vote, **a member must be in good standing and have his or her full initiation fee and dues paid through November 2017**. Members will have until **4:30 P.M. on December 14, 2017** to pay their fees and dues at the Local Union's office in order to have their ballots counted. A member on dues check-off shall not lose good standing as a result of failure by the employer to make a proper deduction for any month in which the member had earnings from work performed during the month from which the dues could have been deducted or has earnings from which the employer normally makes a dues deduction pursuant to the contract or established practice.

Any pre-election protest must be filed with Local 89's Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post-election protest must be filed with the Secretary-Treasurer of Joint Council No. 94 in accordance with Article XXII, Section 5(b) of the International Constitution.

EXECUTIVE BOARD OF TEAMSTERS LOCAL UNION NO. 89



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

Next General Membership Meeting:
December 8th, 2017
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215



teamsters89



www.teamsters89.com



502-368-5885



teamsters89



teamsterslocal89

Join the fight! Text UNION to 77948 to stay updated!

**From ships, cars, freight, construction,
groceries, greeting cards, and even
that package you're waiting on...**



OUR MEMBERS MAKE IT HAPPEN!