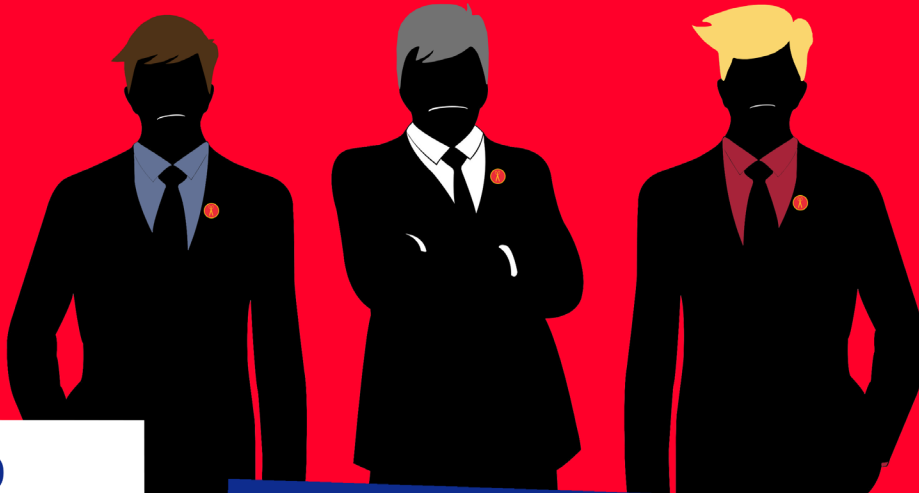




TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*



**STOP
THE WAR
ON
WORKERS**



**SUITS IN THERE
BOOTS OUT HERE**



SPRING 2017

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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

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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**

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Assistant to the Secretary-Treasurer

Cheri Metcalf Ext. 112

Benefits

Gary Tomes Ext. 139

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Communications

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Danny Clemente

Office Manager

Angela Harris Ext. 110

Organizing

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A Message From President Fred Zuckerman

Now that the legislative session is over in Frankfort, we must assess the damage the new majority has done to working families in Kentucky. As you will read later in this issue, the very first bills passed this session were so-called "Right-to-Work", and a repeal of Prevailing Wage. These extremely anti-worker and anti-labor bills have now become law, but that is hardly where the attacks against us have ended.

House Bill 404 was introduced midway through the session and lobbied for heavily by UPS. This bill, nicknamed the "UPS Golf Cart Bill", is designed to allow UPS to use Golf Carts to deliver packages on roads up to 35 MPH.

Teamsters Local 89 strongly opposed this bill, as it represents a very clear safety danger to our members. Should a car or truck going up to 35 MPH strike a golf cart, it would lead to severe injury or even death for the driver of the cart.

Despite immense efforts, dozens of conversations with lawmakers from both parties, and hundreds of phone calls to Frankfort from our members, HB 404 passed on the very last day of the session. A number of amendments which would have made these golf carts much safer had been placed on the bill by our friends in Frankfort, but sadly the new majority used parliamentary procedures to strip all of these amendments off without even having a vote on them.

This disdain for working people shows no signs of slowing down, and we must be prepared to fight for many years to come against such legislation.

Not all was lost, however. One cause for celebration comes from the defeat of HB 296, a law that would have decimated Kentucky's Workers Compensation system. Had this law passed, it could have cost injured workers their entire livelihoods. The law proposed to cut benefits for most on-the-job injuries, limit medical treatments for elderly workers to just five years, limit what treatments and prescriptions your doctor could use to help you, cut most lifetime treatments to just fifteen years, cut benefits for repetitive injuries, and even limited your rights to reopen an injury case to just four years.

Obviously, this would have been extremely harmful not just to our members who are injured, but to all workers in Kentucky. Fortunately, enough lawmakers were concerned about this bill that it failed to garner enough votes in the State Senate and was not called to the floor. This does not mean the bill is gone forever, as it could easily come back up next session exactly the same, or with minor changes. As always, we must be vigilant.

I would like to thank every member of Teamsters 89 who took the time to contact their legislators about any of these harmful bills. I would like to offer a special thanks to Business Agents James DeWeese and Jay Dennis, as well as Zenith Logistics member Trey McCutcheon, all of whom worked very hard to make our voices heard in Frankfort.

Contract Information



Unique
Prescottech

Unique-Prescottech

Members at Unique-Prescottech ratified a new three-year agreement on Saturday, February 4th 2017, by a substantial margin.

Some of the highlights of the new contract includes increases in wages, maintaining the current TeamCare insurance plan, and adding Good Friday as a new holiday. There were also language changes on notice of discipline, for our union to receive notice of job bids, and for all attendance records to be reduced to zero. Finally, changes were also introduced in some job classifications that will allow some members to make more money, and to be covered by the Family Medical Leave Act (FMLA).

President Zuckerman and the rest of the Teamsters 89 E-Board wishes to congratulate and thank the Teamsters who made up the Unique-Prescottech Negotiating Committee:

Business Agent Roy Reynolds (Chair)

Steward Stephanie Burns



K&T Switching

Members at K&T Switching who perform monitor work ratified a new five-year agreement on Tuesday, January 31st 2017, by a substantial margin. This was the second offer voted

on by these members. After the first offer was rejected two days prior, the company returned to the bargaining table and improved their offer.

Some of the highlights of the new contract includes increases in wages, maintaining the current TeamCare insurance plan, and maintaining contributions to the members' retirement plan. Other improvements included paid call in time, a reduced probationary period, and allowing any authorized agent of our union to meet with new hires during orientation to explain to them the benefits of being a Teamster. Finally, there were language changes including improvements to personal days, 7th day double time, employee movement between plants to cover additional work, and many others.

"The company came to the table with the intent to obtain concessions and to rush through negotiations in just four to five hours," said Business Agent Rusty Villier. "But our committee held strong and blocked their plans, leading to us obtaining many improvements for our members over four weeks of bargaining."

President Zuckerman and the rest of the Teamsters 89 E-Board wishes to congratulate and thank the Teamsters who made up the K&T Switching Negotiating Committee:

Business Agent Rusty Villier (Chair)

KTP Steward Adam Hines

LAP Steward Nate Burns

LAP Senior Member Doug Haysley



GE APPLIANCES
a Haier company

GE/Haier

Teamsters 89 recently worked alongside other Teamster Locals as well as five other International Unions across the United States to negotiate a brand new National Contract with GE/Haier.

This new National Contract was overwhelmingly ratified by the Teamsters, as well as the other unions represented by the agreement, and will run through June of 2020. This contract was a long time in the making and, as a national agreement, represents a significant advantage for all the unions involved. The Teamsters, International Brotherhood of Electrical Workers (IBEW), Steamfitters, International Association of Machinists and Aerospace Workers (IAM), United Electrical, Radio and Machine Workers of America (UE), and the International Union of Electrical Workers (IUE) are all party to this agreement.

This is a first-time contract with the newly formed GE/Haier, and also the first time technicians were included in bargaining, as they had not had a voice at the table previously. The union negotiating committee was led by Chief Negotiator Randall Middleton from the IBEW, while Business Agent Roy Reynolds represented Teamsters 89 on the committee.

"It has been my privilege to represent the Teamsters in bargaining on this new National Contract," said Reynolds. "It was from top to bottom the best committee I have been associated with."

President Zuckerman and the rest of the Teamsters 89 E-Board wishes to congratulate and thank the Teamsters from Local 89 who made up the GE/Haier negotiating committee:

Business Agent Roy Reynolds

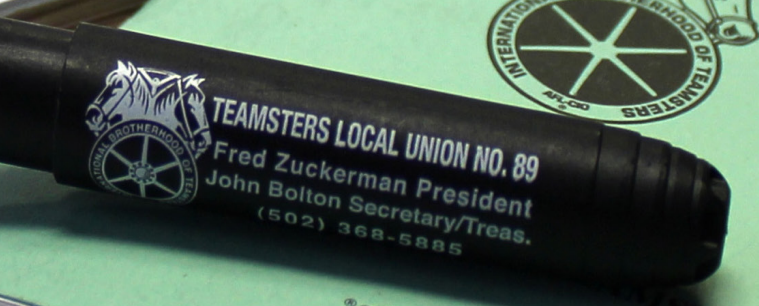
Steward Russ Crenshaw

Roy would like to personally thank Steward Scott Ruthe and Business Agent/Vice President Harold Walsh from Teamsters Local 560, who were also on this negotiating committee.



IMI

New three-year agreements were recently ratified at IMI Carrolton/Warsaw, Corydon, and



Glasgow/Horse Cave. Some of the highlights of these agreements include raises of .60, .50, and .50 during the life of the contract, 4-hour call-in pay on Sundays, an increase in members' boot allowance, full pay rate for new members after their probationary period ends (no more progression), and maintaining existing health care benefits.

President Zuckerman and the rest of the Teamsters 89 E-Board wishes to congratulate and thank the Teamsters who made up the IMI Negotiating Committees.

Business Agent Jeff Cooper (Chair)

Carrolton/Warsaw:
Steward Jonathan Payton
Member Justin Meadows

Corydon:
Steward Gary Smith
Member Darren Wendell

Glasgow/Horse Cave:
Steward Mike Hoy
Member Jim Runyon



American Greetings

A new three-year agreement was recently ratified at American Greetings in Bardstown. The contract passed by over two to one. There are improvements in creating a new job classification that

will help reduce some mandatory overtime, adding new long term disability insurance, lifting the job bid ban on some positions, no increases to Insurance premiums for two years and lower the maximums for the third year, improved the formula for perfect attendance, raised the number of people who can be off at Christmas, pay increases for each year, extra wage increases for the second tier employees and added to the number of people who the company provides protective shoes.

President Zuckerman and the rest of the Teamsters 89 E-Board wishes to congratulate and thank the Teamsters who made up the American Greetings Negotiating Committee:

Business Agent John Bolton (Chair)

Chief Steward Becky DeVore

Steward Joan Godby

Steward Joe Skube

Steward Kevin Myers

Steward Lisa Thompson

Steward Janice Taylor

Steward Keith Blandford

"I would like to thank the committee for the strength and knowledge they showed through these negotiations," said Secretary-Treasurer Bolton. "I would also like to thank the people who helped with signing in members and vote counts; Gail Bowling, Betsy Blandford, Donna Benningfield, Frank 'Boy' Culver, Marilyn Schuyler, Sue Downs, Julie Lewis, Donna Spaulding, and Audrey Chesser."



Carhaul

After two rejections and nearly two years of extensions, the National Master Automobile Transporters Agreement (NMATA) passed on March 30th with its third vote. The Central-Southern Supplement passed as well.

Teamsters 89 had been a very vocal opponent of the passage of these contracts the previous two times they were sent out to vote due to concessionary and questionable language. As a result of our opposition, major changes were made in the newest version of the contract including the removal of damaging new work preservation language that would have allowed subcontracting to non-union shops when there was a spike in volume.

"While there are still things we take issue with in this contract, it was a far better deal than the prior two agreements which we strongly opposed," said President Fred Zuckerman. "There is still much work to be done in the Carhaul industry, but by sticking together these members succeeded in getting many of the larger concessions removed. That solidarity will be the key to winning stronger language in the future."

Following the ratification of the NMATA, Vice President, and newly elected Central Region Vice President, Avral Thompson, held a meeting on April 2nd with LAP drivers. The drivers voted not to open the LAP Rider, but did elect Committee members if the Company requests negotiations. Several other Riders are available for negotiations, though at this time we do not know which will be opened and which will not. Please stay tuned to our website and social media pages for more information as it develops.



Fireking

Negotiations at Fireking are currently in progress. It is possible they will have concluded by the time this newsletter reaches you. Please check our website and Facebook for up to date information!



Anti-Worker Laws Pass in Kentucky

In January, workers in Kentucky were betrayed by their elected state officials in Frankfort when the Kentucky State House and Senate passed so-called “Right-to-Work” and “Paycheck Protection” bills and repealed the Prevailing Wage. Teamsters Local 89 stands firmly opposed to these laws and our state Government’s attempts to harm workers and organized labor in Kentucky.

These bills were filed as “emergency” legislation to make them go into effect immediately rather than at the end of the session as laws normally do. This shows how disconnected Frankfort lawmakers are with the realities the rest of us must deal with daily. While our state is facing pension and budget problems, and even drug epidemics, they chose to make their assault on workers’ rights their “emergency” priority.

Frankfort’s newfound disdain for workers was evident all throughout the first week of the session, starting when these laws were first heard in their respective committees. Hundreds of union members and supporters flocked to the state capitol. As “Right-to-Work” and the repeal of Prevailing Wage were being heard, Kentucky workers were locked out of the hearings while wealthy men and women from organizations such as Americans For Prosperity, an extremely anti-worker group funded by out-of-state money, were allowed inside. As chants of “Let Us In!” and “Suits in there, boots out here!” reverberated through the hallways of the Capital Annex, Governor Bevin further showed his disdain for

the workers of this state by being escorted through the crowd to testify in favor of these anti-worker laws. During his testimony, he referred to the angry and passionate protests of his own working citizens as “noise” that should be ignored by Frankfort lawmakers. Afterwards, the Governor came back into the hallway, guarded by State Troopers, to argue with union workers and flaunt his ability to harm them. This casual disregard for the wellbeing and opinions of the working people of Kentucky by our Governor set the tone for the entire week, which continued to see union workers blocked from testifying in hearings, ignored by their elected officials, and in some cases, being removed from the proceedings for daring to show outrage at this casual disregard for the working class. Even when over a 1,000 union members and supporters occupied the Capitol Building and participated in one of the largest, loudest protests in Frankfort’s history, our elected state officials shut the doors of their cham-

UPS Member Ben Henning (left) and UPS Alternate Steward David Frantz (right) protest RTW in Frankfort



bers so they could pass these laws while ignoring the voices of their own citizens.

Governor Bevin and his allies have spoken often about these bills being about “choice” and lowering costs on construction projects. However, when directly confronted about these claims, no one, including the Governor, could adequately explain their positions.

The notion that “Right-to-Work” is about giving workers a choice on whether to be in a union or not is a laughably easy one to debunk. In Kentucky, 11% of jobs are union while 89% are non-union. When a worker goes out looking for a job, no one forces that worker to apply at a unionized shop, and no one forces that worker to only select from the 11% union jobs and not the much larger 89% non-union. If a worker chooses to apply for and accept a union job, they are doing so because they chose to. If they weighed union and non-union jobs against one another, and they ultimately chose to work at a unionized job then they did so because it offered greater wages, superior benefits, and unparalleled protection. These are things only possible because of the union contract at that job, and if they choose to accept those benefits as opposed to a non-union job which offers significantly less, then they are choosing to belong to the organization that made those things possible.



Hundreds gathered in the Capitol Rotunda to protest RTW

to workplace welfare, a system in which someone becomes a “free rider” or a “free loader” who selfishly takes all the hard-fought benefits that other union members pay their dues for. To do this is despicable, and shows a lack of caring and solidarity with those you work alongside.

With the repeal of Prevailing Wage, the Governor and his anti-worker allies speak of lowering costs for construction projects. What they don’t mention is where these “lower costs” will come from. Prevailing Wage ensures that workers receive a fair rate of pay for the very difficult jobs they do in the construction field, but even then, wages only account for 20% of a construction projects costs. If the Governor is correct that this will lower construction costs, those savings will only come by taking it directly from the pockets of hard-working Kentuckians. If construction projects suddenly cost 10% less across the state, that means workers will have taken a 50% pay cut. That means less money to feed, clothe, and house their families. That means less money to pay taxes on and less money for them to put into the economy. How is shrinking a worker’s paycheck and making it harder for them to provide for their families going to help Kentucky? The answer is simple; it’s not. All this repeal will accomplish is to cause workers to make less money, and companies to make more.



UPS Ground BA James DeWeese Speaks at the rally

For a law to come into existence that says a worker should be able to take all the things that the union offers yet refuse to join and pay their fair share of the costs of such benefits is preposterous. It is akin

The Governor and his wealthy anti-worker allies can say all they like to try and justify what they have done, but the truth is evident to anyone who pays attention. Nothing about these laws are pro-worker. They are an assault on Kentucky’s working people and the unions that represent them. They are

attempts, as they have been in every other state that has passed such legislation, to weaken unions and damage collective bargaining agreements. The end goal is clear; destroy unions to ensure corporations can obtain higher profits by taking away from their workers.



UPS Air Steward Rich Leshar Protests RTW in Frankfort

It could not be any clearer that these laws are a direct assault on unions, and only unions. If “Right-to-Work” was truly only about the “freedom” to stop paying dues to an organization, then why is it that only unions are included in the legislation? As State Senator Morgan McGarvey of Louisville so brilliantly pointed out, many other organizations require membership dues/fees in exchange for the benefits they provide. The Kentucky Chamber of Commerce, Kentucky Farm Bureau, Bar Associations, even Country Clubs all require businesses and individuals to pay dues to receive their services. Why then, are these organizations not included in such a law? Why should they be allowed to require payment for their services if unions are not? How is it that the Government can be allowed to tell unions, or any other organization, that they must legally provide their services for free to anyone who chooses not to join? How long could a business, such as the Courier-Journal, survive if a law was passed that would allow individuals to receive their paper without being required to pay for it? When this deceptively named legislation is looked at in the correct light it is easy to see it is designed with the specific intent to destroy unions. It is inherently un-American to take for free that which is obtained

through the hard work, money, and resources of others, and it is WRONG.

To our members, rest assured that Teamsters Local 89 will never be defeated. As has been said many times in the last week, politicians did not create the American Labor Movement, and politicians will not destroy it. The Teamsters union has existed for over a century. We existed decades before unions were legally recognized in the United States of America, and we will continue to exist long after Governor Bevin and his anti-worker friends are gone and forgotten. Our Local Union is widely known as one of the strongest and most militant in the Commonwealth. The passage of these laws will not change that, and in fact, they will only make us fight that much harder.

We will continue to organize with renewed vigor. We will educate our membership about the evils of these laws, and why it is vital that they stand in solidarity with their co-workers and their union. We will face these challenges head on, and we will NOT be defeated. We will never stop fighting for the betterment of our membership, and we will never surrender in the War on Workers. We will RISE to the challenge these extremely anti-worker laws represent, and we WILL PREVAIL!

Teamsters across the great state of Kentucky, all union members regardless of organization, we urge you to STAND UP and be counted! Rise to the occasion and show Frankfort, and all the corporations celebrating the passage of these laws, that you will proudly stand with your union! Show them that we cannot be defeated by the stroke of a politician's pen! We have fought hard to make the American Dream a reality for our members for over a hundred years, and we will not be silenced! The American Labor Movement will NOT be stopped! Not now, not EVER!

We are the Teamsters. We will stand with our membership, and with our brothers and sisters across the labor movement regardless of organization or affiliation. We will FIGHT BACK, we will REMEMBER this attack against working people in Kentucky, and in this War on Workers, WE WILL WIN!

FMLA Arbitration Victory at Zenith Logistics

In a major victory for Teamster members at Zenith Logistics, an arbitrator recently ruled in favor of Local 89 in an FMLA dispute that had arisen last year with the Company.

The dispute originated last February when Zenith Logistics member Bill Miller put in for two scheduled vacation days for May when his son, Anthony, would be graduating grade school. Bill's other child, Angelina, requires therapy and special attention, and so it is necessary for Bill to take intermittent FMLA leave to care for her.

The problem arose due to a change in company policy that occurred in 2011 that required all employees taking FMLA to use all his or her earned paid vacation, sick leave, or personal leave before unpaid days would be permitted. This change in policy was never submitted to Local 89, and, until this instance, no grievance had ever been filed to bring the policy to the Local's attention.

Bill filed the first and only grievance over the company policy when May 2016 arrived. Earlier that year the FMLA time Bill needed to take to care for his daughter had exceeded the amount of vacation time he had available. As a result, the company would not allow him to take his pre-scheduled vacation to witness his son's graduation, despite the fact he had scheduled these days early in the year. Although the company did ultimately allow him to take unpaid leave for one of these days, a grievance was filed on the grounds that those vacation days should have been honored, regardless of FMLA, because they had been scheduled properly in accordance with the contract.

In the arbitration, the company attempted to argue their case by pointing out that this policy had been in place for many years, however the Arbitrator correctly dismissed this claim in his ruling by stating "The Union did not know it was being applied because no bargaining-unit employee ever complained to the Union about it. The Union is under no obligation to shake the employment bushes to see if a contract violation falls out. Once the first grievance over the policy was filed, this one, the Union pursued it."

The true debate, however, came down to the company's insistence that they can use an employee's vacation time towards FMLA in accordance with federal law. The arbitrator acknowledged this, but ultimately sided with Local 89 as federal law, in this instance, cannot trump contract language. Because the contract contained no language on FMLA, the arbitrator instead looked to the language on vacation time. Using this as his guideline, the arbitrator accurately applied the contract between Local 89 and Zenith Logistics to this case, stating "The Union points out, correctly, that implicit in the contractual right to schedule vacation and personal days is the right to take those days when scheduled. First comes the scheduling and then comes the taking. If you lose the taking, the scheduling right is indeed meaningless. The Company policy requiring vacation and personal days to run concurrently with FMLA leave, violates employees collectively bargained right to

schedule vacation and personal leave days."

As a result, the arbitrator in this case ruled that Zenith Logistics must cease and desist from their policy of forcing employees to use their vacation and personal days towards their FMLA time.

Had Zenith bargained with Local 89 for language relating to FMLA during contract negotiations, and had that contract language been voted in and accepted by our members, this would be a moot point. The Company, however, failed to do this, and instead chose to create a sweeping policy change without notifying or bargaining with Local 89.

When asked to comment on this impressive and well-earned victory, Brother Bill Miller expressed appreciation and pride in his successful grievance. "Business Agent Rick Curtis was an invaluable asset in getting this accomplished. I would also like to thank President Zuckerman and the entire E-Board for their support and perseverance leading to this victory. I've earned my vacation and personal time, and the arbitrator's decision affirms my right to use them as I choose."

This ruling was the correct one, and we applaud the arbitrator for his wisdom in recognizing it. Thank you to all those who were involved in this case, including Local 89 staff, member witnesses, and of course, special thanks to Bill Miller who had the courage to stand up and fight back!

Pictured below: Bill Miller and daughter Angelina





TEAMSTERS

MTS

MARTIN TRANSPORT

ORGANIZING

HELPING PEOPLE BUILD BETTER LIVES

In an organizing victory on Tuesday, March 14th, drivers at Martin Transportation Systems (MTS) voted in favor of joining Teamsters Local 89 by an 8-3 majority. MTS is a rapidly expanding trucking company that opened a terminal in Louisville last summer. They primarily haul auto parts and have a contract with Ford Motor Company in the city.

“This is a great victory for these drivers,” said President Fred Zuckerman. “They came to us because they knew Teamsters 89 would fight like hell for them, and that’s exactly what we’re going to do.”

A driver at MTS contacted Teamsters 89 in February asking for us to assist in organizing his terminal. A first meeting was held shortly afterwards on February 11th, where five of their eleven drivers attended and all signed cards. A majority of cards were signed in the following two weeks, and a second meeting was held on February 25th with eight drivers attending. A petition for election was filed with the NLRB and company on February 27th.

Thanks to the solidarity of the drivers who had signed cards and attended meetings, the company had no knowledge of this organizing drive prior to the petition being mailed to them. In response, the company hired and flew in a union-buster named Rebecca Smith from LRI Consulting, who they paid \$3,000 dollars per day, plus expenses, in an attempt to break the organizing drive. Despite having two mandatory anti-union meetings and over two weeks of constant contact with MTS workers, this union-buster-for-hire failed to break the drivers’ solidarity.

“Our new brothers at MTS sent a very clear message to Rebecca Smith, LRI, and the company that they will not be duped by chicken dinners, lies, and hollow promises,” said Business Agent and Organizer Jay Dennis. “These union busting mercenaries now

know Local 89 doesn’t play around. We will aggressively push back against any high-dollar ‘consultant’ who makes the mistake of entering our jurisdiction.”

On March 18th, a meeting was held for our new members to elect a steward and discuss contract proposals. The drivers at MTS elected Terrance Hearn as their Steward, and Jason Moore as their Alternate Steward. Contract proposals were recommended by Local 89 Agents, and then discussed by the MTS drivers before being voted yay or nay. For many of them this was their first time being part of a union, and their first time experiencing workplace democracy in action.

Teamsters 89 is proud to add these new brothers into our ever-growing union family, and we would like to congratulate them in this defining moment!

We would also like to thank several people from the Teamsters 89 staff who worked around the clock on this organizing drive for the past four weeks, including Vice President Avral Thompson, Business Agent Rusty Villier, Business Agent and Organizer Jay Dennis, and Communications Director Stephen Piercey. Here’s what they had to say about this victory.

“We’re proud to be welcoming these new brothers into our great union. They stuck together to win a strong voice in their workplace, and now they have one.” – Vice President Avral Thompson

“I’m looking forward to working with these guys and helping them obtain a contract that improves their lives.” Business Agent Rusty Villier

“I’m excited to see these guys becoming my Teamster brothers. Even with the company paying a union buster to lie to them every day, they stood together and voted yes. They earned this victory.” – Communications Director Stephen Piercey

Congratulations to our new members: Greg Landrum, Shan Jojo Scott, Deandre Dickerson, Maurice Strain, Troy Brown,

S LOCAL 89

MTS

TRANSPORTATION SYSTEMS

WINNING VICTORY!



"This is a great victory for these drivers," said President Fred Zuckerman. "They came to us because they knew Teamsters 89 would fight like hell for them, and that's exactly what we're going to do."



non Olliff, Jason Moore, Larry Underwood, Terrance Hearn,
Salem Boukhousa, and Will Aiken!

Local Updates



Avral Thompson Sworn In As Central Region VP

We are proud to announce that, at 4PM on March 20th, Teamsters Local 89 Vice President Avral Thompson was sworn in as an IBT Central Region Vice President. This is an historic moment as Avral becomes the first Teamsters 89 member in our long history who has sat on the IBT General Executive Board (GEB). The swearing in was conducted by phone to allow Avral to begin his term right away. A more formal ceremony will also be held at the Unity Conference this May.

Teamsters 89 knows Avral will be a strong voice for our membership on the GEB, and we are incredibly proud to have him representing our great Local 89 family.

Congratulations, Avral!



Holland Driver Achieves 3 Million Safe Miles

Holland driver Norman Stengal recently achieved 3 million miles of safe driving. This amazing feat was covered by WAVE 3 news, and Holland held a small ceremony in his honor.

Norman has been a member of Teamsters 89 since 1979. He has worked at Holland for the past 24 years, in addition to nine years at CW Transportation, and 5 years at Dallas Mavis.

Congratulations on this outstanding accomplishment, Norman!

UPS Feeder Grievance Victory

Prior to the 2016 peak season, Stewards in the Worldport Feeder Department began a grievance blitz against UPS due to a noticeable increase in the number of contracted carriers moving loads out of the hub. Business Agent Mike Rankin

directed Stewards to file a separate grievance for every load that left Worldport via a subcontractor, which ultimately led to approximately 270 grievances being filed over this issue. To settle these grievances, the company agreed to hire additional feeder drivers which will ultimately result in 60 new, full-time feeder driver jobs.

Teamsters Local 89 would like to give a special thanks to Stewards Josh Belden and Mike Oney for their hard work in resolving this issue and helping us win a fantastic victory for our membership!

Trista Thomspson Retires

Dues Office staff member Trista Thompson retired from Teamsters Local 89 in February after being a member of the Teamsters since 1999.

Trista was an invaluable member of our Local 89 family during her time here. Everyone at Local 89 wishes her a long and happy retirement!



Melissa Walls Joins Local 89 Staff

Melissa Walls was recently brought onto the Local 89 staff to replace Trista in the Dues Office. Melissa started her career as a Teamster at Holland where she has worked as an office/clerical employee for the past nineteen years. Three years ago she became Steward for the office/clerical workers, where she represented her co-workers with fiery determination.

Melissa will bring her office experience to Local 89 where she will work with our TITAN dues system in order to keep Local 89 and its membership running smoothly.

The rest of the Teamsters Local 89 staff welcomes Melissa, and wishes her great success in the years to come!



Announcements



Teamster Made

Congratulations to our newest additions to the Teamsters Family!

Aaron Young	UPS	Son
Michael White	Morgan Foods	Grand Son



Job Well Done

Congratulations to our newly retired Brothers and Sisters!

Cleteus Webb	ABF
Charles Lindsay	Canteen Vending
Joann McClain	Compass Group
Claude Withers	Jack Cooper
Gary Dea	Jeffboat
Vernon Justice	Jeffboat
Christopher Kern	Jeffboat
Trista Thompson	Local 89
Larry Wooden	Standard Group
Ralph Snow	UPS
Joseph Vandyke	YRC
Kenny Feger	Zenith Logistics
Jeff Osborne	Zenith Logistics
Greg Skaggs	Zenith Logistics



In Memorium

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

Kenneth Coomer	Ryder
Jewell Boxwell	UPS
Randall Sierakowski	UPS
Robby Grigsby	UPS
James Fulkerson	Commercial Motor Freight
John Newton	Boland Maloney
Herbert Mattingly	Allied Ready Mix
Harold Dyer	Dealers Transport
Hazel Marshall	Morgan Foods
Donald Malone	Allied
Danny Jones	UPS
Lowell Thomas	Morgan Foods
Tom Trenamann	Local 89
Roy Wallace	Holland
Charles Leathers	UPS
Robert Gill	Bird, Inc
Teresa Click	UPS
Billy Willhite	Morgan Foods
Wayne Gatewood	Dixie Warehouse

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.



The Executive Board of the Retiree Chapter of Local Union 89 would like to express our sincere condolences in the passing of Retired President Royce Bruce. Our hearts go out to the family and in honor of Royce's dedication and commitment to the Union & Retiree Chapter the annual memorial Fish Fry will now be called Bruce Brothers & Chuck Priddy Memorial Fish Fry.

Bruce Brothers & Chuck Priddy Memorial Fish Fry Saturday, May 13 2017 10:00 AM



2017 Teamsters Local 89 Scholarship Application

Applications for Local 89 scholarships for sons and daughters of ACTIVE members of the local union are now being accepted. Five scholarships will be awarded to male students and five scholarships will be awarded to female students. Each scholarship is for the sum of \$1,000. The parent or legal guardian of the award winners must have paid dues and worked in the jurisdiction of Local 89 for a minimum of 12 consecutive months to qualify as an active member. No student shall be eligible for more than one scholarship. In the event a student winner does not attend college within three normal school years, the student shall forfeit all claim to the scholarship. The scholarship can only be used for furthering the student's education. If the student does not continue his/her schooling after enrollment, all unused monies will be returned to Local 89.

DEADLINE: June 2nd, 2017

12 Teamsters 89 - Spring 2017

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

1. Name: _____
Last First Middle Initial

2. Address: _____
Street City State Zip

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

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

SCHOOLING

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

8. Expected Date of Graduation: _____

9. What College do you plan to attend?

College Name

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

FAMILY

10. Full Name of Teamster Parent: _____

Social Security Number: _____

Place of Employment: _____

Relationship of Teamster Parent to Applicant (Choose One)

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

c () Other Please Specify _____

11. Signed _____
Teamster Member

Date: _____

Signed _____
Applicant

Date: _____

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

Teamsters Local 89

ATTENTION: SCHOLARSHIP FUND

3813 Taylor Blvd., Louisville, KY 40215

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 officers, 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

Next General Membership Meeting:
June 9th, 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!

2017 Paul Priddy Memorial Golf Scramble

Saturday June 3rd, 2017

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 2017 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