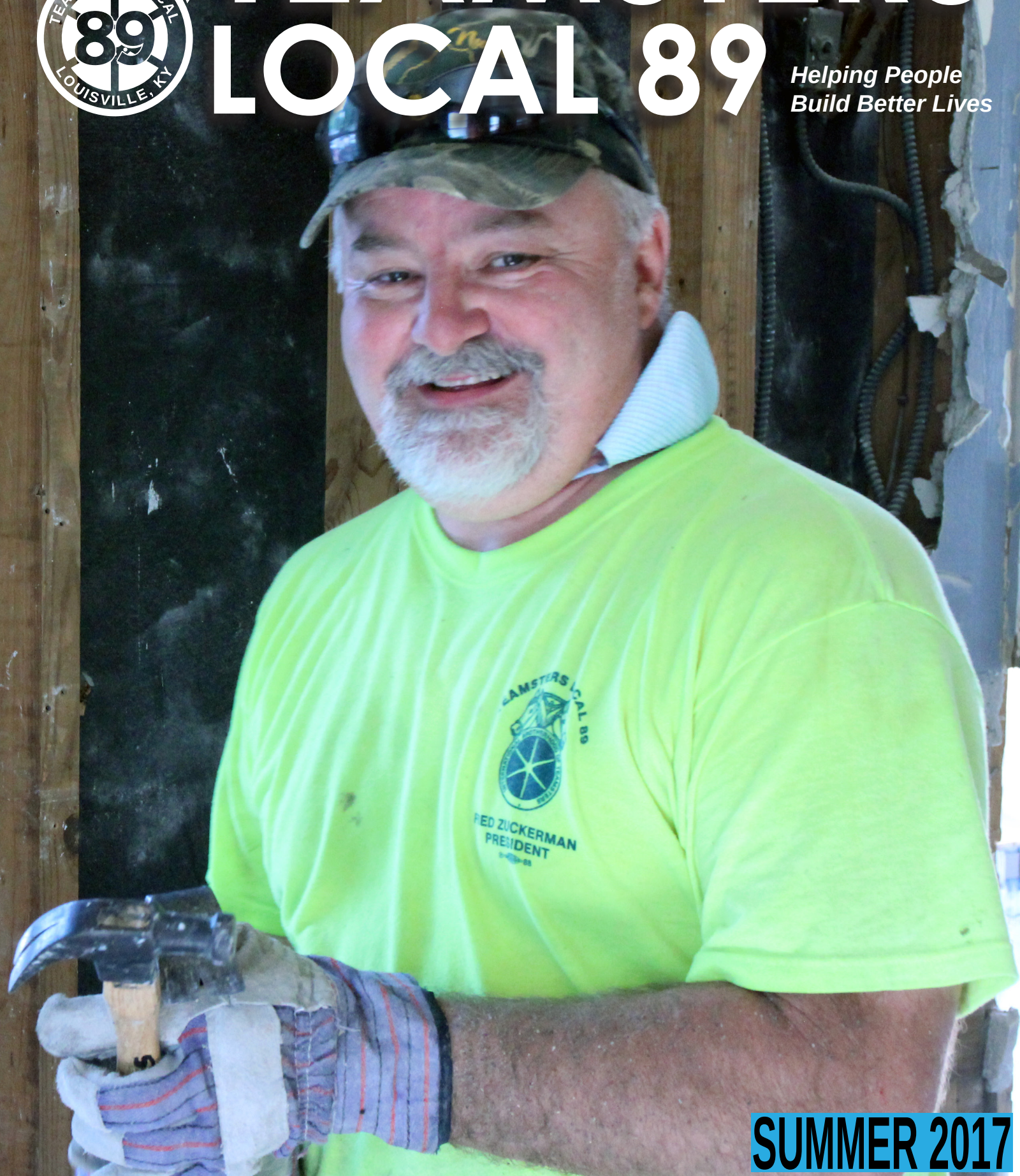


The official publication of the International Brotherhood of Teamsters Local 89



TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*



SUMMER 2017

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Secretary-Treasurer
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Vice President
Ext. 121

Jeff Cooper
Recording Secretary
Ext. 138

Kevin Evans
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Robert Colone
Trustee
Ext. 116

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Carhaul

Avral Thompson Ext. 121

Construction

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Jim Kincaid Ext. 132

Food, Bakery, Warehouse, and Misc.

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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

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Mike Rankin Ext. 123

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Janice Argo Ext. 119

Melissa Walls Ext. 118

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Danny Clemente

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Angela Harris Ext. 110

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Political and Legislative Action

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Robert Colone Ext. 116



A Message From President Fred Zuckerman

While our fight continues against the so-called “Right-to-Work” Act, a new battle is looming in Kentucky that could have very troubling and far reaching effects. This is, of course, Governor Bevin’s calls for a special session of the Kentucky legislature to take up tax reform.

Although tax reform in itself is not inherently wrong, it is the plans being whispered about in the hallways of Frankfort that are cause for great concern. Our friends in the State Capitol tell us Bevin plans to emulate the policies of Governor Brownback in Kansas. His policies failed so badly that it cost his state a fortune and sent their economy plummeting. In fact, it got so bad in Kansas that Brownback’s own party turned on him and voted to remove his tax reforms, and even overrode him when he tried to veto them.

Brownback is a poor choice to emulate, but it seems that’s what Bevin intends to do. The primary goal of this special session seems to be to do away with the state income tax completely and switch to a “consumption tax”, meaning a massive increase in sales tax, including food which is currently untaxed.

Although some people may think this sounds fair as it theoretically results in the same tax for everyone no matter your income, that is exactly where it is flawed. A low income worker spends a far higher proportion of their money on consumable items such as food and clothing, while a wealthy person spends a very small portion of their income this way. This would lead to the poorest among us paying a significantly higher portion of their income on this “consumption tax” than a wealthy person would. It would, in effect, be a massive tax cut for the wealthy, and a massive tax increase for the lower and middle classes.

Adding an increased burden onto the most vulnerable in our society is wrong and un-American. We must fight to stop this tax reform plan in every way we can, not only for the good of our own members who will surely be affected, but for all working people in Kentucky.

Contract Information



Fireking

Members at Fire King have unanimously ratified a new five-year agreement for the "File Plant" operation in New Albany, Indiana. Among other gains, the agreement contains substantial raises, caps on out-of-pocket costs in insurance, strengthened bidding procedures, greater flexibility in vacation rules, emergency day language, and expanded funeral leave. Members will also see the end of "punitive" rules that often resulted in the loss of productivity bonuses and holiday pay.

Along with the solidarity of the membership, the successes at the bargaining table would not have been possible without an extremely talented and dedicated rank-and-file Negotiating Committee. The Committee, which consisted of Darrell Russell, Constantine Kavgazoff, Dale Beanblossom, Chris Gavin, and Steve Cunningham, had over 100 years of combined shop floor experience, giving them expertise when it comes to the needs of the workforce. To deliver an agreement worthy of ratification, these strong Teamster brothers spent nearly two weeks in often-tense negotiations.

"With double digit increases in overall compensation from the prior Agreement, this Contract is a major step forward for our sisters and brothers," said Business Agent and Negotiations Chair Jay Dennis. "In channeling the solidarity and involvement of their fellow members, the Negotiating Committee produced a contract that truly recognizes that the Company's success is only possible through the tremendous skill and contribution of Fire King Teamsters."

The Fire King Contract Campaign began in October of last year with a series of meetings where members were provided an open forum to discuss their concerns, ask questions and submit proposals. These meetings, along with regular plant visits by Local 89 officials and agents, were not only crucial to obtaining a quality Agreement, but also promoted more overall engagement. This was evident in very high attendance at today's contract explanation meeting and subsequent vote.

President Zuckerman, the Local 89 Executive Board, and Business Agent Jay Dennis want to thank the membership for all their solidarity throughout this process. Very special thanks and recognition goes to the members of the Negotiation Committee, who spent many hours away from their families and their workplace in order to better the lives of their fellow Teamsters. Their hard work and dedication makes us proud to call them all brothers!

Lewis Brothers Bakery

Members at Lewis Brothers Bakery have voted in favor of a new agreement. Highlights include increases in wages, pension, and switching to a higher quality healthcare plan provided through TeamCare. This company is jointly represented by Teamsters Local 89 and Teamsters Local 215.



President Zuckerman and the Teamsters 89 E-Board would like to thank Business Agent Roy Reynolds for co-chairing negotiations on behalf of Local 89. Local 215 was represented by Tim Hoppkins.

Aramark



Aramark members ratified a new agreement on May 20th. The new contract includes wage increases and bonuses for hourly employees and route sales employees. Improvements were also made to disciplinary language with the removal of avenues for discipline in regard to sales averages.

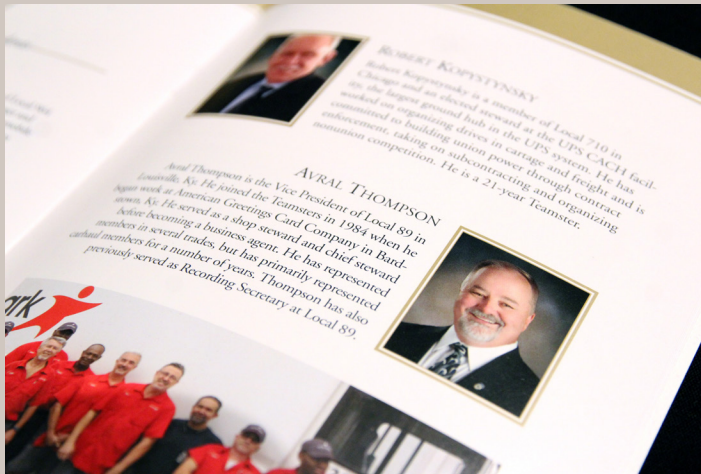
With the help of committee members Joey Humphrey and Benny Whitehead, we were also able to get paid sick days and opportunities for improved STD and LTD.

President Zuckerman and the rest of the Teamsters 89 Executive Board would like to thank Business Agent and Trustee Kevin Evans for chairing negotiations on behalf of Local 89, and the Aramark members for attending the proposal meeting and ratification vote.

Local Updates

Avral Thompson Inaugurated

Congratulations to Teamsters Local 89 Vice President Avral Thompson, who was inaugurated as Central Region Vice President at the 2017 Teamsters Unity Conference in May!



Member Spotlights



Shannon Lynch
UPS Clarksville

Shannon Lynch, a 19 year member who works in the Feeder department at UPS Clarksville, recently competed in a truck driving competition in Indianapolis. This was his second year in the competition and he came in 5th out of 23 participants. The competition is sponsored by the American Trucking Association, and Shannon's entry was sponsored by UPS. The competition consists of a written test, and then a safe driving course, with the purpose of showcasing safety in truck driving.

Shannon enjoys the competition as he takes pride in his driving ability, and enjoys being given the

opportunity to prove the job can be done safely. He would like to see more UPS drivers in the competition as there are currently more FedEx drivers than there are from UPS. If you are a UPS driver and are interested in the competition, please contact your safety department.



Keith McMichael
UPS Worldport

We sat down with Keith McMichael, a 6-hour member on the Wing E ramp who has worked at UPS Worldport for 16 years. Keith, also known as "Rocky", recently started the band Flowers to Violence with three of his friends.

Rocky describes their music as Indie Rock and says their songs cover the spectrum of life, from good to bad. He plays guitar and provides backup vocals, and enjoys playing music as it allows him to get together with his friends to have a good time.

You can follow them on Facebook by searching for Flowers to Violence. Their music is also available on Bandcamp, Spotify and iTunes. Rocky recommends the tracks "Benji" and "Carol".



San Francisco Tragedy

On June 14th a UPS employee opened fire on his co-workers at a facility in San Francisco, resulting in the deaths of four men, including the shooter. Our hearts go out to our brothers and sisters in this UPS facility, and the families of those injured and lost in this tragic shooting. An injury to one Teamster is an injury to all, and we know all UPS members feel the pain of this event.

In response to this tragedy, a memorial fund was started by Teamsters Joint Council 7. If you would like to contribute to this fund, donations should be sent to:

All Charities Teamsters
Memorial for W. Chan/M. Lefti/B. Louie
c/o Teamsters Joint Council #7
250 Executive Park Blvd., Suite 3100
San Francisco, CA 94134

Teamsters Volunteer to

On June 19th, several members of Teamsters 89 and 783 joined with dozens of other area labor organizations as volunteers to begin reconstruction on a house that will be given to a homeless veteran in need. Approximately 60 volunteers began work at 9AM, and in just a few short hours they had completely gutted the house down to the studs and almost fully landscaped the severely overgrown back yard.

The home will soon have union electricians and plumbers, also volunteers from their respective organizations, come in to provide skilled labor in their areas of expertise. Drywalling, flooring, painting, and other repairs will come later as this abandoned home will be fully transformed before being given free of charge to a female veteran of the US Navy who has been living out of her car.

"We're going to put a veteran in this house who's been in trouble, and this is what union people do," said Vice President Avral Thompson, who was one of the many volunteers who worked on gutting the house. "We help others out, and it's a good way to spend a Saturday."

This inspiring project was a partnership between the Greater Louisville Central Labor Council, which Teamsters 89 is a part of, Kentucky Habitat for Humanity, Metro United Way, Kentucky Department of Veteran Affairs, and the Housing Partnership Inc. We thank all the volunteers who came out today for displaying true union pride, strength, and leadership in our community!



Help a Homeless Veteran





Zuckerman
Teamsters
Local 89

Teamsters 89 Challenges "

At the beginning of January, Governor Bevin and the new majority in Frankfort launched an all-out assault on the hard-working men and women of Kentucky by passing so-called "Right-to-Work." This deceptively named law exists for one reason, and one reason only; to harm Kentucky workers and the unions that represent them.


In response to this attack, Teamsters Local 89 joined with other organizations to research our legal options. That research led to May 25th, when Teamsters 89 joined with the Kentucky State AFL-CIO to file a legal challenge to the so-called "Right-to-Work" Act.

"We are proud to be on the front line in the fight to protect the hard-working women and men in Kentucky," said Teamsters Local 89 President Fred Zuckerman. "This assault on workers and their unions can't be ignored, and we will continue leading this fight for as long as it takes to win."

Because unions must sue as a class-action in Kentucky, the lawsuit names myself and William Londrigan as the class plaintiffs, on behalf of Teamsters Local 89 and the Kentucky State AFL-CIO.

At the center of the argument against so-called "Right-to-Work" is the indisputable fact that this law encourages workers at a unionized shop to refuse to pay their dues, but still be entitled to the same services and representation from the union. This will allow these "free riders" to take all the union's negotiated benefits and representation without paying their fair share of the substantial costs of such things. This results in "free riders" taking dues money directly from the pockets of honest, proud, dues-paying members. This represents a clear and unfair taking of union resources and dues money without any sort of compensation, which we strongly believe is a violation of Kentucky's Constitution.

Another primary argument against this unjust law is the fact that the Kentucky Constitution for-



S Bevin **Commonwealth** **of Kentucky**

"Right-to-Work" in Kentucky

bids “special legislation,” which is any law that targets only certain entities or organizations. “Right-to-Work” posits that unions may not require a person to pay their dues to receive the benefits and services the unions provide. However, unions are one of countless organizations that require dues payments or membership fees for their services. Kentucky Farm Bureau, for example, requires everyone with their insurance to pay a yearly membership fee in addition to their insurance premiums. The Kentucky Chamber of Commerce and the Kentucky Bar Association are organizations that only provide services to dues paying members. Why then are other organizations besides unions banned from requiring dues/membership fees for their services? The answer, of course, is simple; this legislation was designed solely to target unions, and therefore is in violation of the special legislation clause in the Kentucky Constitution.

In this lawsuit, Teamsters Local 89 is represented by our General Counsel Robert Colone and outside counsel David Suetholz, a Kentucky labor attorney who has won cases before both the Kentucky Supreme Court and the United States Supreme Court. The Kentucky State AFL-CIO is represented by Buddy Cutler, another established Kentucky labor attorney. Together, our legal teams have compiled a massive amount of evidence to demonstrate how damaging this law could be to Kentucky’s labor organizations, and why it should be ruled as unconstitutional.

It is our hope that the judge in this case will weigh all the evidence and come to the same conclusion that we have; that so-called “Right-to-Work” is unlawful, and should be struck down immediately.

Please stay tuned to our social media pages and website as we continue to keep you updated on this lawsuit in the days, weeks, and months to come.



AFL-CIO Organizing Institute Comes to Louisville

From May 19th-21st, several members from Teamsters Local 89 attended a 3 day organizer training program by the AFL-CIO Organizing Institute (OI), which was held at the IBEW Local 369 Union Hall in Louisville, KY.

Teamster 89 members Bill Sykes (UPS), Bryan Trafford (Harrah's), David Frantz (UPS) and Rick Stevens (Jeffboat) attended the program as trainees to learn how to build union power through organizing.

Several Teamster 89 members also attended as instructors. Business Agents Jay Dennis and James DeWeese, Communications Director Stephen Piercey, and Zenith Logistics member Bill Miller all taught alongside and assisted the OI staff.

This training marked the first time the OI has conducted training in Kentucky. We would like to thank the AFL-CIO staff of TJ Marsallo, Patricia Recinos, and Leanne Pouliot Kunze for their outstanding work at the OI, and for the wealth of knowledge they shared at this fantastic training event.



#organize





SkillsUSA
Champions at Work®

For the third year in a row, Teamster 89 volunteers were behind the scenes at the SkillsUSA competition making sure all the equipment was hauled in and out of the convention center, as well as assisting in setting the equipment up. This competition, which lets high school teenagers showcase their talents in trade occupations such as masonry, welding, and baking, helps not only the competitors themselves, but brings millions of dollars into the Louisville economy. This show could not function without the hard work of our retiree and active member volunteers, or without the coordination of Business Agent Rusty Villier who coordinates our volunteer activity with SkillsUSA each year. Thank you to everyone who helps make this great event a success!





OMNI HOTEL STRIKE

During the month of June, a group of immigrant workers at the Omni Hotel construction site in downtown Louisville began orchestrating walk outs in protest of their wages being lower than other groups doing the same work. The workers are in the process of organizing with the Carpenters union, and dozens of area labor unions and other organizations showed up to support them on their picket line.

Teamsters 89 firmly believes that all workers deserve to be treated fairly, with a decent wage, with dignity, and respect on the job. We will stand with workers, both union and not-yet-union, whenever they are willing to stand up for themselves. We applaud these brave workers for standing up to corporate greed, and all those workers who showed support by refusing to cross the picket line.

To show our support, President Zuckerman and Vice President Thompson drove the Teamsters Joint Council 94 semi truck around the picket line. This show of solidarity prompted many cheers from the striking workers, all while the semi's horn blared along with the crowd. We would like to thank all the Teamsters 89 members who joined the strike, including President Fred Zuckerman, Vice President Avral Thompson, Business Agents Jay Dennis, James DeWeese, Jeff Cooper, and Jim Kincaid, Communications Director Stephen Piercey, Harrah's Steward Bryan Trafford, UPS Alternate Steward David Frantz and UPS member Damien Tucker.



KENTUCKY KINGDOM AND HURRICANE BAY



Welcome Teamsters Local 89 and 783

Member Appreciation Day

Sunday August 27, 2017

Tickets: Only \$5.00 per person **Hours:** KK: 11 a.m. - 8 p.m.

All-you-can-eat buffet: \$11.49 (pay at picnic pavilion) includes Fried chicken, pulled pork BBQ, baked beans, green beans, kettle chips and cookies.

NEW for 2017: Craft beer garden, make sure to check it out!

Tickets are on sale NOW at the Teamsters Local 89 Union Hall!



2017 Scholarship Winners

Cory Alter
Zackary Lashley
Christopher Kowadla
Benedicte Nzombi-Fenner
James Biddle
Johnny Shields III
Zachariah Lobb
Brandon Molinari

Nathan Schneider
Glabbriella Mckinley
Cierra Dean-Hatkins
Taylor Hodges
Catlin Waldeck
Dayna Overton
Callie Belden
Adyson Medley

Alexis Goodlet
Shelby Mattingly
Sarah Brosche-Pardue
Amber Bartley
Maegan Helm
Brooke Wise

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.



WealthCare Investments & Insurance can help protect and grow one of your most valuable assets, **Your Retirement Plan**. We offer educational, advisory and management services to Union members to help you learn how to manage your 401(k), protect your family, and plan for retirement!

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Teamster Made

Congratulations to our newest additions to the Teamsters Family!

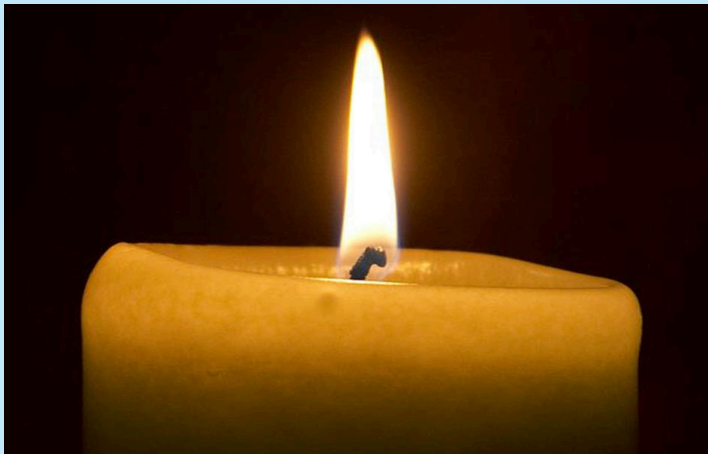
Angela Holden	UPS	Son
Kayla Green	UPS	Son



Job Well Done

Congratulations to our newly retired Brothers and Sisters!

Cathy Horn	International Paper
Robert Webster	Jack Cooper
Timothy Geary	Transervice
Thomas Meredith	USF Holland
Robert Schladand	USF Holland
Greg Wood	Zenith Logistics
David Wierwille	Zenith Logistics
Greg Zirnheld	Zenith Logistics



In Memorium

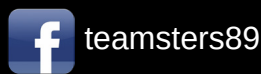
Our thoughts and prayers go out to the families of the members and retirees who have recently passed.

Joann Maupin	UPS
Paul Marshall	Morgan Foods
Robert "Bobby" Powell	Allied Ready Mix
Billy Zink	Kroger
Norman Patterson	Dealers Transport
Kenny Bowles	ANR Freight
Herman Carter	Fontain Trucking
Michael Hurtzen	K&T
Jake Buckner	K&T
Eugene Martin	American Building Supply
Faracita Pressley	UPS
William Boone	ABF
Arvil Abell Sr.	Kentuckiana Food Service
Clyde Bowman	Mid America Trucklines
Dale Miller	Zenith
Louis Green	Disney Tire
Gary Dubree	Auto Resources Group
Benny Duvall	Renner's
Ronald Bailey	Jack Cooper
Ulvert Bailey	Allied Systems
James W. Curts Jr.	A&P
Kenneth E. Stumph	C&F Food Service
Bernard Hagan	Brown Forman
Paul O. Broady	A&P
Tim Bryant	PPG



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

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



www.teamsters89.com



502-368-5885



teamsters89



teamsterslocal89

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

Keith Phillips Memorial Bass Tournament

Date: Saturday, September 30, 2017
Place: Rough River Lake - Northfolk Ramp
Time: 6:30 A.M. Central Time or Safe Light

**Please note that any Teamster who would like to fish in this tournament and does not have a boat or partner, please call Jim Burton at (812) 866-4303.*

Entry Fee: \$50.00 per team, plus (optional) \$10.00 Big Bass Fee
Deadline: Friday, September 22, 2017
No Late Entries

CASH ONLY AFTER SEPTEMBER 21, 2017

Rules & Regulations:

1. Pay back will be one position based on every 8 boats. 100% less expenses.
2. One person of each team must be a union member or working member of this tournament.
3. **Safety:** Each contestant shall wear a coastguard approved life preserver when gas motor is running.
4. **Sportsmanship:** All contestants must show courtesy of fellow contestants. No fishing within 50 yards of another contestant's boat or 100 yards of the launching pad.
5. **Scoring:** Only large mouth, small mouth and Kentucky bass will be weighed. Limit shall be 10 fish per team. All bass must be 15 inches or more in length (including small mouth). No dead fish will be weighed. Each fisherman will be allowed 1 slot fish over 12 inches and under 15 inches.
6. Lake will be off limits after 5:00 P.M. on Friday, September 29, 2017.
7. Take off positions will be in order of entries received. There will be no refunds once entries are received.
8. All live-wells must be aerated and operable.
9. Live-wells will be checked on the ramp starting at 5:00 A.M. on Saturday, September 30, 2017.
10. Pre-tournament meeting will be held on the water at 5:45 A.M.
11. **Weigh-in:** There will be no grace period. Any team violating these rules, laws or Kentucky boating and fishing rules will be disqualified. Weigh-in will be at 2:30 P.M.
12. **Tie:** In case of a tie, the two positions will be divided equally.
13. **Big Bass:** (Optional) \$10.00 per team. 100% payback may be paid with entry fee.
14. **Protest:** Interpretation of these rules shall be left exclusively to the tournament director and shall be final in all matters. Protest must be filed within 15 minutes after weigh-in of any contestant.
15. No live bait. Artificial bait only. No trolling.
16. **Liability release:** In signing this agreement, I hereby release Teamsters Local 89, its officers, agents, employees and members from any and all damage, claims demands, costs or expenses related to injury of any persons or damage to any property which I may sustain or which I may cause by reason of participating in or in connection with this tournament.
17. If the department of natural resources (NNR) issues any member of your team a citation, this is automatic disqualification from the big bass and the team bass tournament.
18. All boats putting in at this tournament will have to pay a \$3.00 launch fee at the ramp unless you have a Kentucky state launch annual pass. This fee is payable at the ramp.

Mail entry form & \$50.00 entry fee
plus (optional) \$10.00 Big Bass fee to:
Teamsters Local Union #89 Attn: James Burton
3813 Taylor Blvd, Louisville, KY 40215

Make checks payable to: James Burton Teamsters Tournament Director
Entry must be received by Friday, September 22, 2017

Union Member's Name & Local #:

Phone #: ()

Last 4 of SS#:

Member's Company:

Partner's Name: