

The official publication of the International Brotherhood of Teamsters Local 89



TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*



Amy Hibbard
UPS Worldport
Wing A 1DA Steward
Negotiating Committee Member

WINTER 2017

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Executive Board

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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

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Assistant to the President

Misti Dunn Ext. 113

Assistant to the Secretary-Treasurer

Cheri Metcalf Ext. 112

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Gary Tomes Ext. 139

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Stephen Piercey Ext. 141

Dues

Janice Argo Ext. 119

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Legal

Robert Colone Ext. 116

Maintenance

Danny Clemente

Switchboard
Tammy Adams Ext. 110

Organizing

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Kevin Evans Ext. 122

Political and Legislative Action

Jay Dennis Ext. 133

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A Message From President Fred Zuckerman

2017 has been a whirlwind year for Organized Labor, especially in Kentucky. Right out of the gates in January we saw the passage of so-called "Right-to-Work" legislation, the repeal of Prevailing Wage, and a host of other anti-worker laws in our state. Despite significant protests and outrage from the working people of Kentucky, the Governor and his new anti-worker majority ignored their own constituents and instead did the bidding of their pro-corporate donors.

We have also seen a radical shift towards anti-worker policies coming out of Washington D.C. as the new anti-union Supreme Court makeup seeks to overthrow decades old protections for workers and their unions, and the National Labor Relations Board has become stacked with union-busters intent on reversing all of the pro-worker decisions made in the past eight years.

But while things may seem grim, there is also much hope. In Kentucky we have seen Organized Labor respond to these attacks with newfound determination. The Labor Movement is re-invigorating itself as we speak, and fighting back against the anti-worker animus of our State and Federal government with passion and grit.

This year we have seen multiple successful organizing drives at Local 89 (including our first foray into a new field of work that will be discussed later in this newsletter), and at other unions across the state and country. More and more workers every day are drawing a line in the sand and saying enough is enough, and banding together to fight back.

We have seen a dramatic increase in protests, successful strikes, and pro-worker demonstrations that have ignited many labor activists and inspired workers across our great nation. It is these sorts of grassroots activities that will continue to make labor thrive, even in the face of those who wish to tear us down.

Make no mistake, this is not the first time workers and their unions have been in the crosshairs of politicians and their corporate overlords, and it will not be the last. However, labor has always survived to fight another day, and as we march forward into the next generation we will learn well the lessons of the bloody battles our ancestors in the labor movement fought to bring us the rights we enjoy today, and we will fight in kind to secure and expand those rights for tomorrow.

Local Updates

UPS Worldport Shuttles

Local 89 was recently notified of a serious main guard shack and shuttle issue at UPS Worldport on the 2DA sort, resulting in hundreds of members being forced to stand in line for nearly an hour just to enter the facility. This issue, which occurred on Sunday, November 26th, primarily stemmed from the increased traffic during peak season. The Company, as it has typically done in the past to handle peak traffic, had opened the Edgewood parking lot and guard shack for use on 2DA, but had left Edgewood closed on the Sunday sort.

To resolve this issue, Teamsters Local 89 Business Agent Vinny Rivera and the Union Parking and Shuttle Committee met with the Company. This meeting resulted in an agreement with the Company that any member who was late as a result of the lines would receive pay from their start time and would not receive an occurrence. The Company also agreed to add extra personnel to the main guard shack and to keep the Edgewood parking lot and guard shack open for the duration of this peak season.

Teamsters Local 89 would like to encourage all members to notify us immediately of any serious shuttle issue that arises at UPS Worldport. You may contact us by calling the Union Hall at (502) 368-5885, or by messaging us on our Facebook page.

KCADV Donation

On Monday, November 13th, Teamsters Local 89 Stewards Rick Arnold and Don Avis from American Greetings, and Teamsters Local 89 Business Agent James DeWeese presented Bardstown Councilwoman Kecia Copeland with a check for \$300 dollars for the Kentucky Coalition Against Domestic Violence.

The Kentucky Coalition Against Domestic Violence Association (KCADV) is a coalition of Kentucky's fifteen domestic violence programs (shelters) providing services to victims of domestic violence and

their children. In addition to advocating on behalf of victims of domestic violence, KCADV assists the fifteen domestic violence programs by providing resources, training, and technical assistance.

Teamsters Local 89 is proud to support such a worthy cause.

To learn more about KCADV you can visit

www.kcadv.org



Teamsters Local 89 Statement on Jeffboat Layoffs

It is with great sadness that we confirm reports that Jeffboat in Jeffersonville, Indiana will be laying off a large part of its workforce in the coming months.





The ship building industry is currently in a slump which is the largest contributing factor for this layoff. This industry is very cyclical, with many ups and downs. This is not the first time layoffs have hit Jeffboat, only to later have the company recall and rehire and build its numbers back up.

We fully expect to see the company bounce back as it has in years past and to see our members recalled and put back to work in the future as the industry rebounds.

Until that time, Teamsters Local 89 is committed to doing everything we can to find replacement jobs for the workers who are being affected by this layoff. We cover many industries, and we will work diligently to find positions for all those who want our assistance.

Aramark - Steward Retirement

Congratulations to long time Steward Benny Whitehead from Aramark in Bowling Green.

Benny has been of great assistance to Local 89 and the membership he represented as a Steward.

Benny was directly involved in 6 contract negotiations and has always put the members first with his goals and direction in regards to CBA language , wages and benefits.

Trustee and Business Agent Kevin Evans, as well as the rest of the Local 89, wish Benny the best with his retirement!

American Printing Contract Ratified

Members at American Printing House for the Blind recently ratified a new three-year agreement.

Included in this new agreement are \$1.50 in raises over the next three years, improvements to bump language, open job bidding, shut-down vacation language, Stewards rights, funeral leave and sick pay.

President Zuckerman and the Officers of Local 89 would like to thank Business Agent and Negotiation Chair Roy Reynolds, Chief Steward Kathy Peak, and Stewards Ron Warren, Russ Craft and Joseph Meek

for all their work on the contract. These improvements could not have been made without the dedication, hard work, and experience of our negotiating committee.

Voith Update

We recently received word from Region 9 of the National Labor Relations Board (NLRB) that Voith has transferred settlement money in the amount of 21.6 million dollars to the United States Treasury finance department. Pension payments have now been made on our members behalf, and soon the NLRB will be distributing checks for lost wages to our affected members and this five-year fight will come to an end.

"This has been a long, hard-fought battle but it's been well worth it," said Vice President and Carhaul Agent Avral Thompson. "We're excited to see our members will soon be getting what they're owed."

The NLRB issued a press release highlighting the settlement of Voith's violations against our members that occurred at the Ford Louisville Assembly Plant starting in 2012.

As those who have followed this story over the past several years already know, President Fred Zuckerman, Vice President Avral Thompson, and Trustee and Legal Counsel Robert M. Colone directly and successfully negotiated the \$21.6 million-dollar settlement with Voith last year, at which point the NLRB began assisting to determine the proper way to divide the money and ensure the settlement remained in compliance with NLRB rules and regulations governing back pay awards.

Teamsters Local 89 is proud to see this long process come to a victorious conclusion for our members!





TAKING ON BIG BROWN

Local 89 Leaders Included in National Negotiations with UPS

We are proud to share that Local 89 Vice President and Central Region Vice President Avral Thompson, and Local 89 Secretary-Treasurer Colvin Johnny Bolton have been appointed to the National Negotiating Committee (NNC), and that Local 89 Business Agent Mike Rankin has been appointed to the UPS Freight Negotiating Committee.

These appointments dramatically increase the power of Local 89's voice in negotiations with UPS, and ensures we will know how negotiations for these two contracts are proceeding at all times. Long-time members will recall that a "Brown Out" occurred in the 2013 National Negotiations, resulting in members

and even Local Union leaders never knowing what exactly was being negotiated. This was the wrong way to negotiate, as it lessens member involvement, and prevents Local Unions from strategically negotiating their Local contracts around the actions of the NNC.

These Local 89 leaders will be vocal about the issues that are most important to our members, and will ensure that members are kept updated on what is happening during negotiations on the National level. Avral's elected position on the IBT General Executive Board further improves his ability to stand up for our members demands, and makes for a stronger bargaining position for Local 89 and our members.

Local 89 Begins Louisville Air Supplement Negotiations with UPS

November marked the first several meetings between the Teamsters Local 89 UPS Air Negotiating Committee and the Company, with talks set to continue in early January.

In the lead up to negotiations, hundreds of proposals were submitted to Local 89 highlighting many issues, helping us hone in on what our members want to see in their next contract. These proposals were fine-tuned by our committee and were submitted to the Company when talks began.

While collecting member proposals via meetings, stewards, and email this year, Teamsters Local 89 also conducted a questionnaire at all gates at Worldport asking members for feedback about upcoming negotiations. Over 800 questionnaires were filled out giving us around a 10% sample size. For comparison, most national polling agencies use a sample size of less

than 1%. The large sample size of our questionnaire gives it a high degree of accuracy. Coupled with proposals from our members, this data allowed us to focus in on the things our members feel are most important to negotiate on.

To better keep our membership active, informed, and organized, we would like to share some of the most important issues our members highlighted via proposals and questionnaires, and the way we are attempting to address these issues in negotiations.

Please keep in mind that due to the ever-evolving nature of negotiations, the following proposals may change during the course of talks with the Company, and there is no guarantee they will be successfully added into the next contract. Nevertheless, Teamsters Local 89 will fight hard for each and every one of them.

Most Important Louisville Air Supplement Issues

In our questionnaire we asked members to rate ten issues individually on a scale of importance. All ten of these issues averaged high marks on the scale, indicating they are all very important to our members. In order to do our best to address our members concerns, Local 89 will be negotiating ways to tackle every one of these highly rated issues by utilizing member proposals related to them.

QUALITY HEALTHCARE

Quality healthcare was rated as an extremely important issue across all member classifications. In fact, in response to a to a section of our questionnaire about what the Company should do to keep new hires, 38% of members said Earlier Access to Healthcare. As a result of these responses and many proposals submitted to Local 89 on healthcare, this will be one of our top priorities.

In addition to submitting proposals to the National Negotiating Committee (NNC) for the National Master Agreement (NMA), we have several proposals we will be discussing locally for inclusion in the Louisville Air Supplement. These proposals include but are not limited to: Shortening the length of time a new employee must work before qualifying for insurance, bringing all current healthcare plans in the Air District up to the best of those plans, and negotiating to have Full-Time disability paid out at the 60% rate that Part-Time disability is paid.

WAGE INCREASES

Wage increases are always one of the foremost issues in any negotiations. As most wage issues are negotiated by the NNC, Local 89 submitted several member proposals for consideration for the NMA including: Increases in starting wage, a catch-up raise for existing employees, higher yearly raises, no split-raises and others.

Perhaps the biggest Local wage related issue that we will be proposing revolves around the bonus programs UPS has been using to attract new employees. This issue has been highly controversial since the practice began. It has always been the position of Teamsters Local 89 that any bonus offered by the Company must be given to entire shifts rather than just new-hires. Many of our members submitted proposals about the bonus situation, and it will be an important issue during negotiations where we will be proposing for new-hire incentive bonuses to also be given to all existing workers on a shift.

RETIREMENT BENEFITS

Retirement benefits are another high priority issue in any negotiations. Like wages, the vast majority of Retirement language is negotiated by the NNC and Local 89 submitted several proposals related to retirement to the NNC for consideration.

One of the primary pension related issues that will be discussed in Louisville Air Supplement negotiations will be increasing the pension accrual rates for 6-Hour members as these pension rates have always been a locally negotiated item.

WORKPLACE SAFETY

Another very important issue to our members, there are many ways workplace safety can be addressed. At Local 89 we feel the best way to keep our members safe is by ensuring the facility itself is safe. As such, we will be proposing a number of items to the Company related to our mechanics to strengthen their ability to keep the facility functioning. These include: Creating an apprenticeship program to train new mechanics, certifying welders, and having our mechanics perform work that has traditionally been sub-contracted, which would allow for equipment to be repaired at a faster rate.

Another major item we will be addressing related to workplace safety is the repair of defective casters. This has been an ongoing problem in Worldport for many years, and we hope to speed up the process of repairs and prevent our members from working in areas where casters have gone bad. This will safeguard them from many potential injuries.

WORKPLACE STAFFING

An issue that everyone working at Worldport is aware of, the staffing in the UPS Air District must be addressed as it ties directly into our previous point of improving Workplace Safety.

Some of the actions necessary to fix this problem have already been discussed under Wages and Healthcare

above, such as a higher starting wage being negotiated by the NNC, improved raises, and earlier access to healthcare. While these are likely the most important issues to address to correct the staffing problems at Worldport, there are some other things that we will be discussing with the Company such as: Increasing the 3-hour guarantee to a 4-hour guarantee, improving the transfer system to give existing employees greater flexibility to move to preferred jobs, making the transfer system more transparent, increasing the amount of vacation time that can be broken into individual days, and giving new employees earlier access to option days.

Another item related to staffing is Metro College. Although this program may not have the draw it once did, it is still a very important tool. Keep in mind, fixing the staffing issue isn't always about getting new hires, but making sure our current members stay. To help address this, we will be negotiating with UPS to expand Metro College to all shifts (it is currently only available to night shift), and all employees regardless of hourly classification. This would allow thousands more members to access this important program.

ADEQUATE BREAKS

As UPS continues to increase in volume and demands further productivity, it is important that our members receive proper rest periods. Based on our questionnaire results and proposals from our members, we will be fighting to increase the length of current breaks, and expand the language giving 3-Hour members a second break after working for six hours on a shift during peak season. When this language was originally agreed to in the 2013 contract it was a very positive step forward, as it was rare for a 3-Hour member to work more than six hours outside of peak season. Since then, however, increased volume and workloads have seen many of our 3-Hour members working more than six hours throughout the year. When members are working such long hours they deserve to get a second break for the hard work they are providing to UPS regardless of the time of year.

CELL PHONE ACCESS

Although Full-Time and 6-Hour members have access to their cell phones, the vast majority of 3-Hour members must leave theirs in their car or in their lockers. In this day and age of media connectivity, it is important that our members have access to their

Cell Phones to keep in touch with their family if an emergency comes up, to keep updated on their rights as union members through Teamsters Local 89's social media and web pages, and even to relax during breaks. The importance of this issue to our members is clear as it was highly rated during our questionnaire.

NEW 6 AND 8-HOUR JOBS

An issue that has always been important at Worldport, the creation of new Full-Time jobs must be a cornerstone of these contract negotiations. While the NNC will also be negotiating language for the creation of Full-Time jobs, such jobs for Worldport have traditionally been gained through the Louisville Air Supplement. Negotiating Full-Time jobs is even more important in this contract as, due to the interference and eventual implementation of the 2013 contract by the IBT, UPS did not create a fair number of these jobs over the last several years. In order to address this, we will be proposing that UPS create 500 new Full-Time jobs to make up for the insultingly low number that was imposed in 2013. If such jobs were to be created, it would have a positive domino effect. Current Full-Time employees would be able to move into more preferred spots, many 6-Hour and high seniority 3-Hour employees would move up and become Full-Time, and many more 3-Hour employees would then fill newly vacant 6-Hour and preferred 3-Hour spots.

PARKING LOT SAFETY

A high number of our members surveyed said parking lot safety was important to them. In an attempt to address this, we will be negotiating towards changes in the current Parking and Shuttle Committee that would strengthen the Union's position on this committee, giving us greater ability to address any parking lot concerns brought to us by our members.

SHUTTLE COMPENSATION

From our proposal meetings and our membership questionnaire's it was clear that shuttle compensation is still a very important issue at Worldport. Those who were here during the 2013 negotiations will recall that shuttle compensation was a major part of bargaining and one that was still being negotiated when the contract was implemented by UPS and the IBT. Due to proposals and questionnaire responses from our members, we will once again be negotiating over this issue with UPS.



The Fight for a Fair Contract is Just Starting - Stay Engaged!

Teamsters Local 89 is dedicated to addressing our members most important issues during negotiations, and so we will have a lot to talk about with the Company as negotiations continue.

The issues we have touched on here are hardly the only proposals we will be discussing with UPS. Many more issues were brought up in contract proposal meetings by our members that do not neatly fit into categories. Here are some examples of other proposals we will be negotiating over.

- Newly promoted Full-Time employees should receive their option week the following year.
- Full-Time employees wishing to return to Part-Time work should be allowed to do so, should earn pension accrual for these new Part-Time years at the current rate, and should be allowed to retire (at the proper ages) with retiree health benefits.
- New-Hire Orientation and pre-seniority language should be updated to give Union representatives greater ability to meet and discuss the benefits and rights of Union membership with new employees.
- The double-shift guidelines should be overhauled to allow double-shifting by straight seniority, regardless of area.

Despite the broad nature of all the proposals listed here, there will still be many more discussed. As talks with the Company continue these proposals could also change and evolve and new proposals could be added. And of course, the Company also has their own proposals and agenda they will be pushing towards. Rest assured, any proposals from the Company that are concessionary to our members will be opposed.

UPS negotiations are a daunting task due to the sheer size of the Company and the fact that there are three major agreements (National Master, Central Region, and Louisville Air) that together form our contract.

These negotiations are always a massive undertaking, but Teamsters Local 89 is primed and ready for the fight. We believe our list of proposals are comprehensive and cover all major issues our members have brought to us, and our committee is dedicated to negotiating in good-faith towards these changes.

As meetings with the Company continue, we ask for all our members at Worldport to keep in touch with your steward, check our social media and web page, and watch for us at the gates when we are handing out flyers.

It is crucial that you all stay informed, educated, and engaged as we march forward in this fight!



From left to right: Trustee Kevin Evans, Vice President Avral Thompson, Secretary-Treasurer John Bolton, President Fred Zuckerman, Recording Secretary Jeff Cooper, Trustee Robert Colone, and Trustee Brian Hamm.

Local 89 Executive Board Re-Elected

Congratulations to Teamsters Local 89 President Fred Zuckerman, Secretary-Treasurer John Bolton, Vice President Avral Thompson, Recording Secretary Jeff Cooper, and Trustees Brian Hamm, Kevin Evans, and Robert M. Colone who were unopposed at our November 8th nomination meeting and were therefore automatically re-elected to a new three-year term!

At the conclusion of the nomination process, and once the independent election supervisor had confirmed there were no other candidates for any of the Executive Board positions, each of our newly re-elected officers took a turn speaking to the crowd of members who had come out for the meeting, and thanked them all for their support.



ORGANIZING VICTORY

On September 29th workers at the Corydon Pain Management Clinic, Inc. and Harrison County Chiropractic, P.C. (single employer) voted to become Teamsters in a landslide victory. This campaign was won in record time, with the initial meeting between Local 89 Organizers and the Clinic staff taking place only a few short weeks ago on September 10th.

Organizing Director Jay Dennis said this new bargaining unit was particularly interesting and represents several new frontiers for Teamsters 89. This victory marks the first time our Local has moved into the medical industry, and the staff is made up completely of millennial women, making it the first bargaining unit of its kind represented by Teamsters 89.

When these new members' employer was notified of an impending election after a majority of union authorization cards were signed, she immediately hired a union busting firm known as International Labor Relations LLC. This anti-worker firm sent in a union buster who falsely claimed to have been an organizer and Recording-Secretary at a United Steel Worker Local, and attempted to convince these workers not to organize by lying profusely about what unions do.

The Teamsters 89 organizing department immediately launched into research mode and discovered that this union-buster, who only called himself Zach and refused to give the workers his last name, went by three separate aliases online. We eventually located his name, Zak Langren, on federal forms and discovered he reported directly to the owner of his company, a man named Jimmy Teague. Teague, who was also brought in on the last day prior to the election due to Zach's inability to change the workers mind, has been arrested multiple times for various crimes including 1st Degree Burglary. If you'd like to learn more about these unsavory, anti-worker mercenaries, feel free to check out the flyer we made to educate the workers about these union-busters.

Teamsters 89 wants to thank all of these women for their strength and courage. They stood strong despite constant harassment from these hired Union-Busters. We would also like to thank the United Steel Workers who assisted us in our research into Jimmy Teague, Zak Langren, and the rest of his anti-union, scam machine.

"As millennials, these strong sisters represent the future of our union and the entire labor movement," said Organizing Director Jay Dennis. "Their strength is amazing, and their devotion to bettering each other's lives is the cornerstone of what it means to be a Teamster."

Finally, thanks to everyone who worked on this organizing drive. This was a well-executed team effort, and all those involved were instrumental in getting these new members across the finish line! Thanks to Trustee and Legal Counsel Robert M. Colone, Business Agents James DeWeese and Jim Kincaid, Communications Director Stephen Piercey, and member volunteer organizers Bryan Trafford, Bill Miller, Rick Stevens, B.d. Sykes, and Trey Mccutcheon, all of whom helped make this a success!

Brothers and Sisters of Teamsters Local 89, join us in welcoming these new Sisters into our great Teamsters family!



Congratulations!

2017 Teamsters Local 89 Scholarship Winners



Alexis Goodlett

My name is Alexis Goodlett. I am eighteen years old and a Member of the Local 89 teamsters. I am the daughter of Dan and Toni Karrer. I work in wing D, 1 south at UPS. I attend college as a first-time freshman at the University of Louisville and am going for a bachelor degree in fine arts. I graduated high school from Bullitt Central with a large interest in art. I currently volunteer as a mentor on the special Olympics bowling team with a passion to bowl.



Adyson Medley

I am attending JCTC Southwest in the fall. I plan on spending two years there and transferring to the University of Louisville. My ideal plan is to major in Education. I appreciate all the hard work that a union can provide for my family. I give my greatest gratitude to Local Unit 89 that gave me this scholarship.



Cory Ater

I was born and raised in Louisville, Kentucky. I was always playing sports when I was a little boy. My parents started me out playing baseball when I was two and I loved it. I played all the way up to my freshman year of high school. Then my freshman year of high school I started to bowl and I quit playing baseball. I wasn't good at all but I never gave up. People ask me how I'm so good and I tell them four years of hard work and dedication. I was always ready when the next season was starting. My favorite season was my senior season. It was the bowling teams' best year in a long time. One of the many reasons why I loved this year is because I was the first person in Butler Traditional history to sign on a bowling scholarship. I will be attending Campbellsville University and I'm going to major in math and become a teacher.



Matthew Biddle

My name is Matthew Biddle, my father has been a truck driver his whole life and is a very inspirational character in my life and I got this scholarship through this union that he is a part of. I strive to be a good man and in doing so I have undertaken many endeavors in my life. I am an Eagle Scout and was a part of the boy scouts for several years. I play sports, I played soccer and football, but currently I play Rugby and I think that it is a beautiful sport.

I have striven to be active in the community as well as to develop myself in all things I took part in. Aside from developing my character in scouting and my athletic abilities in sports, I developed my social skills in clubs like KYA as you can't make a difference in people's lives without first interacting with them. I have been an avid reader since a young age and have studied coding independently and with a club I joined, so I also work to grow my mind. I believe a large part of being successful is being a balanced man, and so I thank this union and my pappy for this scholarship and for the opportunity to go to college and to continue to work to be a balanced man.



Benedicte Nzombie-Fenner

My name is Benedicte Nzombie-Fenner. When I came from Africa in July 2014 I only spoke French and a local tribal language. I learned to speak English while attending Rock Creek Community Academy in Sellersberg, IN for the last 3 years and graduated High School with a 4.01 GPA. I moved here from the Democratic Republic of Congo (central Africa) at age 15 and was adopted by the American family Roger and Patty Fenner. I have already completed some college level classes including biology and calculus. I have also kept busy with projects like the Nexgen leadership program for Clark County. Member of the National Honor Society for the last 3 years and I participated in the Miss Kentuckiana beauty pageant last year. I have run on the school track team for the last 3 years and hold 4 school records. Been a starter on the girls Varsity team and team captain the last year. I have a track scholarship from Huntington University as well as a scholastic scholarship. My major for Huntington is going to be pre-med, before moving on to medical school. My dream is to become an orthopedic surgeon, working with sports medicine.



Zach Lashley

Zach Lashley is an 18-year-old graduate of Grayson County High School. He lives in Clarkson, Kentucky with his mom, Robin and his dad, Wade. While in school Zach was involved in 4-H shooting sports from 4th grade through present. He won numerous awards in archery and trap at the local and state levels. Zach was also in DECA while in high school on the MDA charitable causes team and they won numerous awards for the fundraising and marketing strategies. Zach was also in orchestra from 5th grade until graduation. Zach loves traveling around the south and competing in Fiddling Competitions. He has won several awards doing this. He will be continuing his love of music at the University of

Kentucky where he will be in their orchestra. Zach is going to major in Agriculture and Medical Biotechnology and Minor in Music and will be attending the University of Kentucky this fall.

Taylor Nicole Hodges



A recent graduate from Floyd Central high school, has several family members who are a part of the Local 89 Teamsters Union. Her father, Ben Hodges Jr., is currently working at UPS, while her grandparents, Ben Hodges Sr. and Tom Bennett, are both longtime members and retirees from USF Holland. Taylor graduated from Floyd Central with Core 40 Academic Honors, a 4.02 GPA, and was a member of the National Honor Society. She also excelled on the volleyball court as captain of the 2016 Floyd Central Volleyball Team. She led her team to their fourth Regional Title and was named to the All-Conference team. Taylor will be attending Morehead State University this fall, where she will continue her volleyball career and pursue Biomedical Sciences.



Maegan Helm

I want to thank Teamsters Local 89 for allowing me to receive this scholarship and continue my educational journey. This fall, I will be attending the University of Louisville. I plan to major in Spanish and International Business. I graduated from Ballard High School in May 2017 as a valedictorian. While at Ballard, I was Secretary of the senior class, Administration Secretary of National Honors Society, co-founder of Ballard's Black Student Union, and was involved in numerous other extra-curricular activities.



Evan Kowadla

I am the son of Chris Kowadla UPS 2 Day Ramp. I graduated from Pleasure Ridge Park High School (PRP) and played soccer and the kicker for the football team. I am currently attending WKU where I live on campus studying Nursing/Physical Therapy. I enjoy my studies, running, working out, fishing and coming home to see my family.



Zachariah Lobb

My name is Zachariah Lobb, and I am 17 years old. I am the middle child, I have a older brother, Caleb, and a little sister, Abi. I graduated from Fairdale High School in May of 2017, and I am now enrolled at KCTCS Southwest Campus and am pursuing a degree in computer programming.



Dayna Overton

I graduated from Jeffersonville High School in June 2017 with an Academic Honors Diploma and ranked in the top 10% of my class. I played Football all four years, three of them Varsity and finished my senior season as team captain and all conference and all area selections. I was also a two-year Varsity Track & Field student athlete, earning All State, All Conference, and All Area selec-

tions my senior year, as well as team captain. My commitment to being a good role model and performing not just on the field but also in the classroom helped me win Jeffersonville High School's Male Athlete of the Year award this year. Immediately following graduation I enrolled at the University of Louisville where I am studying Sports Administration and playing football as a preferred walk-on. My hobbies include spending time with family, working out, and video games.



Nathan Schneider

Hello my name is Nathan Schneider, I am nineteen years old and I live in Lanesville Indiana. I just recently graduated from Lanesville High School and will be attending IUS this Fall in pursuit of a higher education. I am currently intending to major in business but I am also considering the medical field.



Brooke Wise

Brooke is beyond thrilled and thankful to be a 2017 Teamsters Local 89 Scholarship recipient. She recently graduated from Bullitt East High School back in May and is super excited to be attending Western Kentucky University in the fall. While there she plans on majoring in English for Secondary Teachers and minoring in Theatre. She hopes to one day be able to return to her high school and use her degree to teach English there. In her spare time, she loves to attend church, write poetry and plays, babysit, and hang out with friends and family.



Gabbriella McKinley

My name is Gabbriella McKinley, daughter of Jack and Kim McKinley. I'm an eighteen year old graduate from West Branch High School. I enjoy playing soccer and have a passion for helping animals. I am attending Baldwin Wallace University to study Pre-Physical Therapy to pursue my career as a Physical Therapist.



Caitlin Mackenzie Waldeck

Graduate of Eastern High School. Bellarmine University class of 2021. English major with a concentration in creative writing and publishing.

Scholarship Winners Not Pictured

- | | |
|---------------------|----------------------|
| Amber Bartley | Johnny Shields III |
| Brandon Molinari | Sarah Brosche-Pardue |
| Callie Belden | Shelby Mattingly |
| Cierra Dean-Hatkins | |

Note: All bios and photos submitted by the scholarship winner or their family.



MERRY CHRISTMAS





New Retirees

Congratulations to our newly retired Brothers and Sisters!

Wilbert Noe	ABF
Doyle Sparrow	Allied Ready Mix
Benny Whitehead	Aramark
Charles Blackburn	Jack Cooper
Lynn Hardin	Jeffboat
Joseph Downs	Liters Quarry
Ronald Brackett	Transervice
Weldon Christian	Transervice
Joe Ogle	Transervice
Mark Myers	Transervice
Lonnie Miniard	UPS
Denise Cross	UPS Air
Simone Werkmeister	UPS Air
Donald Burkhead	Wood Terminal



In Memorium

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

Paul N. Rainbolt Sr.	Smith Transfer Co.
John Edelen	Leeway Motor
Ralph Hall	Grossman Sales
Mark Ramboz	UPS
Ronald Thompson	P.A.T.T.I.
Larry Mathes	Louisville Switching
Douglas McMillen	KY Metals
Juanita Merriman	UPS
William Thompson	Barton Brands
Dwayne Gellhaus	UPS
Granville Barger	Morgan Foods

New Births

Dustin Workman K&T Switching Son

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.





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

Next General Membership Meeting:
March 9th, 2018
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215



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www.teamsters89.com



502-368-5885



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



Happy Holidays - 2017
From the Officers and Agents of Teamsters Local 89