

The official publication of the International Brotherhood of Teamsters Local 89



TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*



SPRING 2018

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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

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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

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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 Secretary-Treasurer

Cheri Metcalf Ext. 112

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Danny Clemente

Switchboard

Tammy Adams Ext. 110

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Kevin Evans Ext. 122

Political and Legislative Action

Jay Dennis Ext. 133

Robert Colone Ext. 116



A Message From President Fred Zuckerman

We have suffered some heartbreaking losses over the past few months with the news that both American Greetings and Jeffboat will be closing their doors for good. These two companies are some of the oldest where Local 89 represents workers, and each one is historic in their respective communities. Jeffersonville, Indiana will never be the same now that there will no longer be a shipyard in Jeffboat's location for the first time in over a hundred years, and Bardstown, KY will feel emptier without the American Greetings plant that many local residents have worked at for decades.

It is never easy to see a worksite close, especially so close together. For American Greetings, the greetings card industry has been steadily declining for years due to the rise of online greetings, text messages, and social media platforms such as Facebook. All of these things have led to less and less card sales, which ultimately brought us to where we are today. At Jeffboat, the low price of steel resulted in a boom for shipbuilding over the past five or so years, but as we now know it was really a bubble waiting to burst. Once steel prices began to rise customers began drying up because they had already ordered all the barges they needed, and orders began to come in less and less. Although the shipbuilding industry often goes through similar cycles, Jeffboat was unable to weather this particular storm.

The news of these two historic plants closing down was sad for us at Local 89, but it was devastating for our members who are losing their jobs. Our union is doing all that we can to help these members find work in other Local 89 shops, but the loss of such iconic workplaces will still be deeply felt by our members and their communities for years and years to come.

As we move forward, we will remember the amazing men and women who worked at these locations. Their craftsmanship, talent, and passion for their work was unequalled. They will always be our Teamster brothers and sisters.

Local Updates

Statement on American Greetings Closure

Teamsters Local 89 was recently notified of the impending shut down of the American Greetings (AG) plant in Bardstown, Kentucky. This news comes as a shock to us, but far more to our members at AG, many of whom have worked at the plant for 30 or more years.

"I am horribly saddened to hear this news," said Secretary-Treasurer John Bolton, himself a former AG worker. "We will be doing everything we can to help our members during effects bargaining, as well as working to help them find replacement jobs."

Effects bargaining is a contractual issue allowing Unions to bargain for the wellbeing of members when their workplace shuts down. Effects bargaining for AG began on March 12th, with the shutdown expected to be complete in February 2019.

Teamsters Local 89 will be working with American Greetings to bring in job placement professionals to assist in finding work for our displaced members.

Statement on Jeffboat Closure

It is with heavy hearts that we confirm reports that Jeffboat, the nation's largest inland shipbuilder and one of Local 89's oldest companies, is shutting down.

Over the last several years, the shipbuilding industry has seen a massive decline and while this cycle has occurred in decades past, this time it was unfortunately too much for the company to bear.

"It's a very sad day for a lot of hard-working, ship-building craftsmen and craftswomen," said Business Agent Jim Kincaid, a former worker at Jeffboat. "I worked beside a lot of these folks for many years through the most extreme weather anybody can imagine. They always delivered the best barge or towboat in the industry. They poured their heart and souls into it. They took pride in their work and built some of the best vessels on the rivers and oceans. Words can't express how saddened we are that this historical ship yard is closing its doors."

"For me this is heartbreaking news that the Boat Yard will be closing. Like so many others, I started my career there as a young man working as a 1st class welder and Pipe-fitter. I have met so many great people over the course of time there," said Business Agent and Recording Secretary Jeff Cooper, also a former worker at Jeffboat. "When I say great people, that's exactly what I mean, people that work extremely hard at building a great big ass American made product the old-fashioned way like no other, and it was always built under the Union Label with extreme pride."

The Jeffboat shipyard has been a staple of Jeffersonville, Indiana for decades and even before they began building barges, steamboats were built in that very same spot over a century ago by another company. It is tragic to see such a historical site shut down, both for the immensely skilled workers there, and the city of Jeffersonville as a whole.

"The loss of these jobs is devastating but experienced and highly trained Union Sisters and Brothers always prevail in the end. We dust ourselves off, pick up the pieces and we move on to our next adventure," said Cooper. "In the near future we will be meeting with the employer to bargain the effects of the closure with the goal of securing all the right and benefits that they are entitled to and help transition our membership onto their next adventure."

"We are going to do everything in our power to find these brothers and sisters other jobs and help them to pick up the pieces," said Kincaid. "They are good, hard-working folks. They will be an asset to anybody who hires them in the future."

Contract Ratifications at Hertz VSA and Mechanics, and Hertz CSR

Hertz VSA and Mechanics unanimously approved a new three-year Collective Bargaining Agreement on February 25th. Terms of the agreement include a 1.00 per hour increase in the first year for tenured employees, retroactive to October 1st, 2017. Newly



hired employees, who received a 2.00 per hour increase during the last contract, received a .35 cent increase retroactive to October 1st, 2017. All employees will receive .50 cents per hour in 2018 and 2019.

Hertz CSR unanimously approved a new 4-year Collective Bargaining Agreement on February 26th. Terms of the agreement include a .75 cent raise for tenured employees retroactive to December 1, 2017. The CBA also includes a .50 cent increase in starting rate, and percentage raises for the next three years.

President Zuckerman and the Officers of Teamsters Local 89 thank Business Agent and union negotiating committee chair Rick Curtis, as well as the union negotiating committee members from these companies!

AVI Contract Ratified

A new three-year agreement was recently ratified at AVI in Louisville that included wage increases of .50 cents per year, an extra \$3 dollars per hour for night calls, guaranteed jobs, and many other contract language improvements.

Business Agent Roy Reynolds would like to thank Steward James Wheat and committee person Jeory Munz for their help with negotiations.

Meet Tammy Adams!

Tammy, who recently joined the Teamsters Local 89 staff as our switchboard operator, is the newest member of the Local 89 staff family.

Tammy is a second-generation union member, after her father who was in the United Auto Workers (UAW). She was originally a Teamster from 1984 to 1999 when she worked at Hudson Distribution Center in Detroit, Michigan as a member of Local 299. After leaving Hudson, Tammy continued to work union as a UAW member until she became a member of Teamsters Local 89 in 2005 when she started at Rev-A-Shelf.

At Rev-A-Shelf Tammy served as a steward in 2006, and was elected chief-steward in 2007, a position she

held until she left the company this year to come work at Local 89. She still keeps in close contact with her Rev-A-Shelf brothers and sisters, answering questions and helping any way she can.

Please join us in welcoming Tammy to the Local 89 staff!



Teamsters Local 89 Congratulates Linda Belcher on winning the House District 49 Special Election!

"In January of 2017, the previous State Representative in House District 49 betrayed the working people of Kentucky by voting for so-called 'Right-to-Work' and voting to repeal Prevailing Wage," said President Fred Zuckerman. "Teamsters Local 89 swore on that day we would do everything in our power to flip any seat that voted against workers. Tonight, the Kentucky Labor Movement has done just that by helping to elect Linda Belcher. They started this War on Workers, but in the end, we are going to win it."

And also a huge thank you to Teamsters Local 89 Political Ground Team volunteers Bill Miller, Trey McCutcheon, JIisa Ross, Matt Ward, Bill Sykes, and David Frantz for their tireless work talking to union members in HD49 about the importance of voting in this election!



UPS & UPS Freight National Negotiations Update

Teamsters Local 89 has received a memo from IBT Package Division Director Denis Taylor that official re-opener notices have been given to UPS and UPS Freight for the National Master Agreement (NMA) and all Regional and Local Supplements, Addenda, Appendices, Riders, and Memorandums.

In addition, the memo states that notices are being sent to the Federal Mediation Service and State Mediation agencies on behalf of all Local Unions that are signatory to the UPS National Master Agreement. These are the all-important “F7” notices that the Federal Government requires be filed at least 60 days in advance of a contract’s expiration in order to secure the right to strike any employer.

Astute readers may recall that these documents were not filed by the IBT in 2013, an issue that Local 89 President Fred Zuckerman brought to light in a series of letters sent to the IBT at that time. This failure by the IBT led to a weakened hand at the bargaining table in 2013 as UPS was fully aware that the IBT would have no legal right to strike, and indeed, had not even legally reopened the NMA for negotiations.

Thanks to Local 89 exposing this failure in 2013, UPS members around the country have been demanding to know whether the IBT would follow through in 2018 and properly re-open the contract and send the legally required F7 notices. We now have our answer.

The fact that these all-important notices have been sent only strengthens our unions ability to negotiate with UPS and UPS Freight, not just at the national level, but at local level negotiations across the country.

Thank you to the members nationwide who have pressured the IBT into acting responsibly and completing this basic step of bargaining that they failed so terribly at doing in 2013.

You can read the notices sent to UPS and UPS Freight, as well as President Zuckerman's 2013 letters to the IBT about these issues by visiting www.teamsters89.com/ups2018contract

Get Accurate Updates Straight From Your Local!

Follow us on Facebook or Twitter [@teamsters89](https://twitter.com/teamsters89)

Read updates on our website at www.teamsters89.com/ups2018contract

Get text message updates by texting **AIRUPDATES to 77948 for Worldport** members, or by texting **GROUND to 77948 for Ground District** members.

**International
Brotherhood of
Teamsters**

Denis J. Taylor, Director

Package Division

(202) 624-8755 / FAX (202) 624-6931

Memo

To: All UPS and UPSF Local Unions

From: Denis J. Taylor, Director, Package Division

Date: April 18, 2018

Re: UPS/UPSF National Negotiations – Opening Letters

This is to advise that official notice has been given to UPS and UPS Freight by the respective Teamsters National Negotiating Committees that the National contracts have been opened for renegotiation. This includes opening all Supplements, Addenda, Appendices, Riders and Memorandum of Understanding. These actions have been taken on behalf of all Local Unions signatory to those contracts, so it is not necessary for each Local to send individual notices.

Notices to the Federal Mediation Service and State Mediation agencies also will be sent on behalf of all signatory Local Unions. Those Notices must be filed electronically, and we will confirm that such Notices will be sent as required by the National Labor Relations Act or Railway Labor Act. Copies of opening letters are attached.

Thank you. If you have any questions feel free to contact the Package Division.

DJT:gwl



James DeWeese - Kentucky House District 50 **Nelson County**

There are few political candidates we can endorse as enthusiastically as we do James DeWeese. Too often politics is dominated by the wealthy who are out of touch with the working people they are supposed to represent. The only way to fix this is to elect working class candidates. As a Teamster, James has spent most of his adult life not only as a worker, but fighting for workers rights. Since starting at UPS in 1993, James has been a tireless advocate for the working class. He has been a rank-and-file member, a steward, and now serves as a Business Agent at Teamsters Local 89 who directly represents thousands of workers every single day.

The hard-working people of Nelson County have long had elected officials who are blind to the troubles the average working family faces in their day to day lives. They do not know what it is like to live paycheck to paycheck, they do not know what it's like to worry about their healthcare, or their retirement. Nelson County deserves better. They deserve a working class champion who will fight day in and day out for them. They deserve a representative who will never back down from a fight, and can be counted on to always cast a vote in favor of workers rights.

Nelson County deserves James DeWeese; a working class champion who has been leading the charge in the fight to protect workers rights his entire life. **On May 22nd, vote for James DeWeese!**

ARY RACES



Richard Becker - Kentucky House District 35

Jefferson County

We often speak about how we need more friends of labor elected to Frankfort. Richard Becker is not only a friend, he is one of us. Richard has been fighting for the working people of Kentucky for most of his life. He was an organizer with the American Federation of State, County and Municipal Employees (AFSCME), and is currently an organizer for the Service Employees International Union (SEIU).

Richard is running for a seat being vacated by Representative Jim Wayne, a long time friend of the labor movement in Kentucky. There could be no better person to replace him than one of our own. As an organizer for a labor union, Richard will take a unique perspective to Frankfort. From his time learning what workers issues are in order to help them organize their place of employment, Richard is well versed in what drives the working people of Kentucky, and what their wants and needs truly are.

Richard is a true warrior for the working class. He is a man who can often be found on picket lines and at protests. Wherever workers are in need, Richard Becker has and always will be there to help them in their fight.

When he speaks, Richard often tells those in the audience that this election will only determine whether he's fighting for workers by being their voice on the floor of the Kentucky State House of Representatives, or by standing shoulder to shoulder with them outside the chamber. **On May 22nd, vote for Richard Becker!**

2018 PRIMARY ELECTION DAY

MAY 22ND

Take this endorsement list with you when you go to the polls on election day so you can be sure you vote for pro-worker candidates!

Kentucky State House

Dean Schamore - HD 10

Eldon Renauld - HD 20

Wilson Stone - HD 22

Tom Burch - HD 30

Josie Raymond - HD 31

Rob Walker - HD 33

Richard Becker - HD 35

Jeff Donahue - HD 37

Dennis Horlander - HD 40

Reggie Meeks - HD 42

Charles Booker - HD 43

Joni Jenkins - HD 44

Allen Gentry - HD 46

Linda Belcher - HD 49

James DeWeese - HD 50

Kentucky State Senate

Dennis Parrett - SD 10

Dave Suetholz - SD 20

Sheri Donahue - SD 36

Louisville Metro Council

Mark Fox - MCD 13

Nicole George - MCD 21

Indiana State Senate

John Perkins - SD 45

Anna Murray - SD 46

United States House of Representatives

Dan Canon - Indiana CD 9

Jefferson County Attorney

Brent Ackerson

Louisville/Jefferson Co. PVA

Colleen Younger

Louisville District Court Judge

Amber Wolf - Division 2

Tracy Davis - Division 3

Sean Delahanty - Division 6

David Bowles - Division 8

Danny Alvarez - Division 9

Sara Nicholson - Division 10

Eric Haner - Division 12

Louisville Circuit Court

David Nicholson - Circuit Court Clerk

Annie O'Connell - Division 2 Judge

Louisville Family Court Judge

Derwin Webb - Division 10

Warren County Circuit Court

Brandi Duvall

Bullitt County District Court

Angie Etherton

Knox County District Court

Mike Mitchell

Laurel Co. School Board

Joey Taylor II

Scott County, IN Prosecutor

Chris Owens



Member Spotlight - Danny McGee

Meet Danny McGee! This 63 year old Teamster recently retired after an amazing 42 years as a member of our great Local Union. Danny worked in the freight industry throughout his career.

He began his long career in 1976 at a Company called Central Motors where he worked before moving to Duff Trucking as a Full Time freight driver, where he stayed for four years. It was during this time that deregulation was beginning to take its toll on the freight industry, causing Danny to continue moving from employer to employer in order to stay active in the multi-employer Central States Pension Fund. He spent time at Smith, Yellow Consolidated, and then about a year at Motor Convoy (now known as Jack Cooper). In 1986 he would move to Louisville Switching (now known as K&T Switching), before finally landing at USF Holland in 1989. It was here that he would finally settle down into a permanent job for the next 27 years. During Danny's time at Holland he became a more active member in his union which would eventually lead to him becoming a steward in 1997, a role he would fill for the next four years. Later, in 2009, YRC would purchase USF Holland. Danny's last stop would ultimately be ABE, where he went for a year in 2016 before he finally retired for good.

For two years Danny worked with the Waterfront Ministry to feed Louisville's homeless at the Waterfront Park on Sundays. Unfortunately, the city shut this program down in 2016.

Now that Danny is retired, he has more time to spend as a coach for local youth football teams, a passion of his for the past 30 years. Danny has coached at St. Rita, DeSales, Highview Optimist, and is currently coaching at Christian Academy. In 2014 and 2015 he helped coach Christian Academy's 7th/8th grade team to state championships. He will continue coaching at Christian Academy this season.

Teamsters Local 89 thanks Danny for his years of service, both to his Local Union and to his community. He is a quintessential Teamster member. We wish him the best in his well deserved retirement, and look forward to his continued involvement here at Local 89!



New Retirees

Congratulations to our newly retired Brothers and Sisters!

Ed Holmquist	ABF
Michael Lewis	Morgan Foods
Maggie Stagnolia	Morgan Foods
Stanley Ridge	Transervice
Billy Hasty	USF Holland
Richard Lawson	USF Holland
Danny McGee	USF Holland
Robbie Stewart	USF Holland
Bob Schladand	USF Holland

New Births

Brandon Gardner	Nugent Sand	Daughter
Cody Pope	RCS	Daughter

Join the Local 89 Retiree's Chapter

If you are a current Local 89 retiree or will soon retire, we strongly encourage you to join the Local 89 Retiree's Chapter. These brothers and sisters meet for Teamster fellowship and to discuss issues affecting retirees. Executive Board: Pat Guinn, Jerry Waters, Bill Sloan, James Wilson, Wayne Watkins, Earl Duvall, and Joe Soloman.

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



In Memorium

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

Joel Wilson Sr.	Transport Services
Forrest Crays	ABF
Milton Hopper	Morgan Foods
Richard Paris	Morgan Foods
Maurice Downing	Kroger
William Martin	USF Holland
Darius Baldson	UPS
Ronald Gallagher	Kroger
Ralph Cox	Louisville Switching
Darryl Bell	UPS
Dwayne Gellhaus	UPS
Harold Noel	Courier Newsom
James Southard	Matlack Inc.
James Hines	Allied Systems
James Glass	UPS
William Schweitzer	Ward Engineering
Adam Ludlow	Motor Convoy KTP
Carlisle Humphrey	Hughes Co.
TJ Reynolds	Zenith Logistics
Joey Bumgardner	Jack Cooper
Arther Comley	Murphy Motor Freight
Kenneth Rhodes	Yellow Freight
Benny Hackney	Holloway Ready Mix
Raleigh Finley	Morgan Foods
Michael Mattingly	International Paper
Rita Christine Carroll	UPS
Timothy Parker	Jack Cooper
George Nix	Earthgrains
John Godby	City Transfer Co.
Darrell Shea	Prescottech
Willard Mathis	Mason-Dixon Line
Grover Booth Jr.	Motor Convoy

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.

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

2018 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. This scholarship may only be received one time. Students who win a scholarship will be ineligible for all future Local 89 scholarships.

DEADLINE: May 31, 2018

2018 Paul Priddy Memorial Golf Scramble

Saturday June 2nd, 2018

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 2018 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***

Keith Phillips Memorial Bass Tournament

Date: Saturday, September 29, 2018
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 21, 2018
No Late Entries

CASH ONLY AFTER SEPTEMBER 21, 2018

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 28, 2018.
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 29, 2018.
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 21, 2018

Union Member's Name & Local #:	
Phone #: ()	Last 4 of SSN:
Member's Company:	
Partner's Name:	



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

Next General Membership Meeting:
June 8th, 2018
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215

 teamsters89  www.teamsters89.com  502-368-5885

 teamsters89  [teamsterslocal89](https://www.youtube.com/teamsterslocal89)

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

ATTENTION
JEFF BOAT
LAID-OFF MEMBERS
WHO HAVE AN INSURANCE POLICY
WITH AIL MAY BE ELIGIBLE FOR A
WAIVER OF PREMIUM ON
INDIVIDUAL POLICIES
THAT WERE IN FORCE 60 DAYS PRIOR
TO THE LAY-OFF

A WAIVER OF PREMIUM CLAIM FORM MUST BE FILLED OUT EACH MONTH. THE MAXIMUM BENEFIT PERIOD IS 3 MONTHS.

LOU NELL BUSBY, PR REP.

TELEPHONE 731 989 4195

AMERICAN INCOME LIFE INSURANCE COMPANY