

The official publication of the International Brotherhood of Teamsters Local 89



TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*



TEAMSTERS 89

SUMMER 2018

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Craig Burns
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Jay Dennis Ext. 133

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Avral Thompson Ext. 121

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Stephen Piercey Ext. 141

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Rusty Villier Ext. 111

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UPS Ground

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Jay Dennis Ext. 133

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A Message From President Fred Zuckerman

This issue of our newsletter focuses heavily on UPS and UPS Freight, as these two important contracts are about to be voted.

For those who have been following our updates on our website and social media, it should come as no surprise that we are recommending that our members vote no on the UPS National Master Agreement, Central Region Supplement, and the UPS Freight National Master Agreement.

These three agreements fall woefully short of what they need to be. UPS is a corporate titan; a company that just recently announced they expect to exceed a record 6 billion dollars in profit this year. In previous years they have consistently posted over 4 billion in profit. This is not a company that is hurting, it is thriving like few others.

These massive profits UPS brags about are only possible due to the incredible skill, talent, and labor of their Teamsters employees. It is through the back breaking work of our members that UPS is able to fly high in the shipping industry, and they owe it to their dedicated workforce to give back a fair share of the profit their labor created.

It is unacceptable to see the creation of two-tier wages in both the UPS and UPS Freight National Master Agreements. It is unacceptable to see a starting wage at the largest unionized private sector company that is less than \$15 dollars. It is unacceptable for senior part-time workers to not have their wages increased in kind to reward them for their years of dedicated service to the company.

UPS must share their incredible wealth with those who have created that wealth for them. Without the hundreds of thousands of Teamsters working as package handlers and drivers, UPS would be nothing.

We must fight to ensure that UPS gives our members the fair contract they deserve, and that is a fight worth having.

Local Updates

Craig Burns Appointed Trustee

The Teamsters Local 89 Officers recently voted to appoint Business Agent Craig Burns as our newest Trustee. Craig will fill the position vacated by the retirement of Kevin Evans and will serve out the remainder of his term.

Craig became a Teamster when he was started at the Louisville UPS Air District in 1986. While at UPS, Craig served as a Union Steward for many years, and also served on several negotiating committees as a rank-and-file member.



In 2005, Craig was hired by Teamsters Local 89 as a Business Agent to represent members in our UPS Air District, also known as Worldport, after working as a part-time Business Agent since 2000. Since then he has represented hundreds of members in grievances and panel hearings. Craig also acts as Local 89's Co-Chair for the UPS Air District's Comprehensive Health and Safety Process (CHSP) Committees, where he has been instrumental in addressing a number of major safety issues over the years. Craig continues to serve on Local 89's UPS Air negotiating committees in his role as a

Business Agent.

President Zuckerman and everyone at Teamsters Local 89 welcomes and congratulates Trustee Craig Burns as our newest Officer!

Contract Ratified at Keystone - Equity Group

After two months of negotiations, several meetings with the members and two ratification votes our members overwhelmingly approved a new 3 year agreement.

Because of our members solidarity, we negotiated improved vacation language, extra paid Holidays, improved shift differential and a \$1.65 an hour wage increase, all in the first two years of Collective Bargaining Agreement (CBA).

At four different meetings with the members, all on the weekend, there was an 80 percent turnout which gave our committee the strength we needed to negotiate a strong and rewarding CBA.

Special thanks to Chief Steward Garth Sawyers and Ben Shelton for their help throughout the negotiation process.

Rick Stevens Joins Local 89 Staff

We are happy to welcome Rick Stevens to the Local 89 staff!

Rick first became a Teamster when he started his career at Jeffboat in 1996. In his time at the historic shipyard Rick also served as a Steward, starting in 2000, and was serving as the Chief Steward when Jeffboat tragically shut down in the Spring of 2018.

In his time as a member of Teamsters Local 89, Rick has also assisted our Political Ground Team in a number of important campaigns, including protests in Kentucky and Indiana against so-called "Right-to-Work", and has stood on numerous strike lines to support his fellow Teamsters.



Rick will eventually be working in the Local 89 Benefits Department, but is currently filling in at the Switch Board as our previous Switch Board Operator, Tammy Adams, is training to become Local 89's bookkeeper.

President Zuckerman and everyone at Teamsters Local 89 are excited to continue working with Rick as the newest member of our Office Staff!

Organizing Victory at Atlantic Aviation

With help from Jeff Troutman and Johnny Hikes we were able to expand our membership by organizing the CSR reps at Atlantic Aviation.

The election has been certified by the NLRB and we look forward to beginning negotiations soon.

Union observers Yvonne Goodin, Amanda Hardy and Joahnnna Cruise were great supporters throughout the campaign and they will become great members of Local 89!

Organizing Victory at Jack Cooper

Local 89 was recently successful in adding new members to the Carhaul division. Dispatch load/build supervisors at the Kentucky Truck Plant

signed authorization cards to join Teamsters Local 89. Jack Cooper Transport raised an objection stating that these workers were indeed supervisors, and therefore ineligible to be Union members. Region 9 of the National Labor Relations Board in Cincinnati held a two-day hearing where positions from the Company and Union were presented. President Fred Zuckerman, Vice President Avral Thompson, and Trustee and Legal Counsel Robert Colone represented Teamsters Local 89 in these hearings. Ultimately, Region 9 agreed with Local 89's position and ruled that these workers were not supervisors according to the National Labor Relations Act, and that they had a Federal right to join the Teamsters.

This is an important victory, as it proves that just because a Company gives a worker the title of "supervisor", that does not automatically mean that they cannot petition and win the right to be members of a Union.





June 8th, 2018 General Meeting



September 14th, 2001 General Meeting

Kevin Evans Retires

At our Summer General Meeting in early June, Trustee Kevin Evans announced that he would be retiring at the end of the month.

Kevin became a member of Teamsters Local 89 in 1978 when he hired on at UPS. After many years of service as a rank-and-file member, Kevin was hired as an Organizer and Business Agent for Local 89 in October of 2001.

During his time at Local 89 Kevin successfully organized a number of companies that brought hundreds of new members into our proud Teamsters family, and improved those workers lives in ways that will continue for decades to come.

Kevin was appointed as a Trustee to fill a vacancy on the Local 89 E-Board and was later elected to that position unopposed in 2017.

The shops that Kevin represents will be taken over by Business Agents Rick Curtis, Jay Dennis, and Mike Rankin.

President Zuckerman, the Officers, Agents, and Staff of Teamsters Local 89 congratulate Kevin on his well-deserved retirement and wish him all the best!



Kevin Evans and Misti Dunn

Evans poses for a photo with the three Business Agents who will be taking over the shops he represents. From left to right: Jay Dennis, Kevin Evans, Mike Rankin and Rick Curtis.



Evans poses for a photo with Secretary-Treasurer Johnny Bolton and President Fred Zuckerman



UPS National Master Agreement

**TEAMSTERS
LOCAL 89
RECOMMENDS**

NO X

Teamsters Local 89 Recommends a NO VOTE on NMA

22.4 "Hybrid" Jobs

The new 22.4 classification will effectively create a 2-tier wage structure that has never before been in place. We have no doubts that the Company will use this second tier in future negotiations to weaken and downsize our traditional package car jobs in favor of these lower-paid 22.4 positions. It is also clear that the Company's intent with these jobs is not to simply lessen the overtime burden on our package car drivers but remove it altogether in order to shift it onto 22.4 drivers who will make significantly less money, therefore providing UPS with tremendous savings.

Wages

On wages, we took the position early on that the starting pay rate should be increased to \$15, with an additional bump in pay for all existing part-time workers to separate them from this new starting pay and reward them for their years of service to the Company. While the proposed changes will phase the starting pay up to \$15.50 by the final year of the agreement, there is no reason that UPS cannot do so immediately. Further, the proposed changes fails to give any sort of bump whatsoever to existing part-time workers aside from bringing those who are below \$13 up to that rate, which is what new hires will be making retroactively to August 1st of 2018.

Full Time Progression

There has been no change to the standard four-year progression for new full time members that was introduced in the 2013 NMA. For workers at UPS Air Hubs across the country, including Worldport, the wait to

access full time jobs is already a significant number of years. There should not be any progression added on top of that, let alone the four years that members have been subjected to since 2013. There is no reason the Company cannot reduce or eliminate this progression entirely to reward those new full time workers who already have long years of service at UPS.

Supervisors Working

Supervisors doing Union member work is a problem we face across the country. The language in the NMA has always been weak on enforcement as there is no minimum penalty that the Company must pay if a Supervisor is caught working. Further, the NMA language allows supervisors to work if the Company has "exhausted" all means to get a Union member to do the job. Panels have interpreted this condition as being fulfilled if the Company has "opened" a shift to anyone who wants to double-shift.

Local 89 submitted a proposal on supervisors working that would require the Company to maintain adequate staffing as a condition before they can say they have "exhausted" all means. We had also proposed minimum penalties so that the Company would be forced to pay out significant amounts of money for supervisors doing Union member work.

None of this was addressed in new agreement, and the language remains weak on enforcement.

Bonuses

An extremely controversial practice the Company has taken up in recent years is having a bonus program for newly hired workers. These bonus programs have

been put in place at UPS hubs nationwide, making it an issue that definitely needs to be addressed on the national level. While Local 89 is not necessarily opposed to worker bonuses, we have long held the stance that any bonus given out should be given to an entire shift, not only to new hires.

If the Company believes they cannot attract new workers without bonuses, then perhaps they should address wages further, as we mentioned in a previous point.

70-Hour Work Week

One of the worst proposed changes to the NMA is allowing UPS to work package car drivers 70 hours per week during peak season.

Although the Company did not attempt to force the issue in Local 89's jurisdiction during 2017's peak season, this was a major problem at many other Local Unions across the country. Some successfully fought back against it, like Joint Council 10 in New England, but many did not. This change will allow UPS to force this 70 hour work week across the country starting this year.

Package car drivers have an incredibly difficult job and already deal with excessive overtime and hundreds of deliveries per day. They are overworked during peak season as it is, and that can lead to fatigue, which leads to injuries or accidents. When a fatigued person is behind the wheel of a UPS package car, that is dangerous for the worker and the public. There is no reason whatsoever to allow UPS to work these package car drivers even more, risking their safety and that of the public, when they could solve the problem by simply hiring more drivers in general.

Technology & Discipline

A one word change to this language in the NMA is cause for alarm. Previously, language on technology stated that "No **employee** shall be discharged" based on information from GPS or other such technology based systems. That language now states "No **driver** shall be discharged". In a time when inside workers and other non-drivers are being increasingly subjected to scrutiny from technology, it makes absolutely no sense to change this language so that it no longer protects them as it does drivers. This is a highly dangerous change that could result in an increased number of terminations for simple technology based errors.

Conclusion

The UPS National Master Agreement is the largest private sector collective bargaining agreement in the United States of America, covering approximately 260,000 UPS Teamsters.

It is vital that the NMA be a beacon to the world that shows the power of not just the International Brotherhood of Teamsters, but of the American Labor Movement as a whole.

At a time when UPS is on track to record a record setting \$6 billion dollars in pure profit this year alone, there is no reason whatsoever for so many major issues affecting our members nationwide to not be addressed properly, or even not at all.

There is no reason for us as a Union to accept a 2nd tier of package car drivers when simply promoting more existing part-time workers to regular package car jobs would solve so many issues. Doing this would eliminate excessive overtime on our existing drivers, would lift an existing part-timer up into the full-time ranks, and would solve the Company's need for more drivers all at once.

When UPS's competitors (and even some customers looking to become competitors, such as Amazon) are paying higher starting wages than a unionized company is, it is a disgrace to the Labor Movement. We should always be on the forefront of wages, not lagging behind.

In addition, UPS is constantly in need of new workers due to massive turnover and high call-in rates. If the IBT were to stand strong and negotiate a higher starting wage, along with catch-up raises for veteran workers, the Company would soon find that higher paid workers leads to happier, more productive workers. Workers in America are willing to stay at a Company and work hard for them if they are paid well and treated with respect, a fact that both UPS and the IBT seem to have forgotten.

There are many issues with the UPS National Master Agreement, and we have highlighted only a handful in this article. We would encourage you to visit our website (linked below) and read the entire document of changes for yourself.

Teamsters Local 89 believes UPS and the IBT can do better for our members nationwide, and we encourage you to VOTE NO to the UPS NMA.

*** To read the complete changes to the NMA please visit www.teamsters89.com/ups2018contract**

UPS Central Region Supplement

TEAMSTERS LOCAL 89 RECOMMENDS

NO X

Teamsters Local 89 Recommends a NO VOTE on CRS

Many of the changes made to the Central Region Supplement are positive moves in the right direction. Unfortunately, we believe that most of those changes still fall woefully short of where they need to be in order for us to recommend a yes vote.

Pay Errors

Article 8 increases the dollar amount that payroll errors must be in order to be fixed the following day, which will ultimately give the company more time to correct payroll errors without being subject to penalty pay.

Part-Time Breaks

This new language in Article 11 gives part-timers who work over 8 hours a second 10 minute break. While this language is a positive improvement in some cases, many states, including Kentucky, already require a second break after 8 hours. Local 89 addressed this situation in the Air Rider by requiring a second break after 6 hours, which is exactly what this language in the CRS should have done.

Article 17i

Our members and those across the Region have long sought changes to Article 17i, which gives UPS broad authority to terminate our members for often unclear violations. Although this new change is a move in the right direction, it is simply not enough. 17i continues to be too vague and open-ended, which will result in unnecessary clashes between the Company and the Union which will put our members in harms way. We have already seen first hand examples where the IBT

and Company disagree on what is and is not a dischargeable offense based on 17i, which only further proves that the language needs to be further clarified and tightened.

Other Issues

There were numerous proposals by members of Teamsters Local 89 that were submitted to the CRS that were not addressed, some of which were already long overdue. One such proposal was to allow well-groomed beards and non-offensive tattoos for package car and feeder drivers. These are issues that our members, and those across the Region, have long sought changes to.

For those who are not aware, package car and feeder drivers are currently prohibited from having facial hair (with rare exceptions given for religious or medical purposes), which has been a longstanding complaint.

In regards to non-offensive tattoos, any visible tattoos a driver has must be covered up by long sleeves, even during the summer. Our package car drivers are already forced to endure the elements with no air conditioning in their vehicles, asking them to wear long-sleeves to cover non-offensive tattoos in a modern society where such things are becoming more and more common is simple overkill on the Company's part.

There are many other items that either were not addressed in the proposed CRS, or simply did not go far enough to address our members needs. For these reasons, as well as many others, Local 89 is recommending a no vote on the Central Region Supplement.

*** To read the complete changes to the CSR please visit www.teamsters89.com/ups2018contract**

UPS Louisville Air Rider

TEAMSTERS
LOCAL 89
RECOMMENDS

YES



Teamsters Local 89 Recommends a YES VOTE on Air Rider

Below is a complete summary of all proposed changes to the Louisville Air Rider.

Article 2, Section A

New Language: Of the 250 new full time jobs, the Company may create jobs that have varying daily guarantees where overtime will not apply until after the guarantee. Any such jobs will provide the opportunity to work 40 hours in the workweek.

Article 3, Section A

Changes to existing language: Language added to Belt Maintenance Mechanic Review committee to strengthen our committee's ability to identify and capture work that our members can perform.

New language: Both parties will meet within 6 months of ratification in the attempt to form a new Belt Maintenance Apprenticeship program.

Article 3, Section B

Changes to existing language: Part-time transfers changed from 2 per year to 2 per 12 month period. A part-time member who transfers into a new position must work in that position for 60 days before transferring to another position.

Note: This language will not in any way prevent a transfer upwards from 3-hour to 6-hour, 3-hour to full-time,

or 6-hour to full-time.

Changes to existing language: 3-hour and 6-hour transfer awards will be posted electronically through the BIDX system for fifteen calendar days.

New language: Part-time members transferring to Marshalling and Fueling may not transfer to another part-time position for 1 year. Part-time members transferring to PSC may not transfer to another position for 18 months.

Note: This language will not in any way prevent a transfer upwards from 3-hour to 6-hour, 3-hour to full-time, or 6-hour to full-time.

Article 3, Section D

Changes to existing language: There will be 2 de-ice opt outs of 10% each during the life of this agreement. The first 10% will take place after the 2018/2019 de-ice season, and the second 10% will take place after the 2019/2020 de-ice season. The number of members opted out in any mandatory group cannot exceed 30%.

Article 3, Section G

Changes to existing language: Part-time members will receive a second 10 minute break if they are worked over 6 hours. This language will apply

all year, rather than only during peak season as was the case in the previous contract.

Article 4, Section D

Changes to existing language: Full-time bid awards will be posted electronically through the BIDX system for 15 calendar days.

Changes to existing language: Full-time jobs that are vacated in the small sort will be replaced by another full-time member, or a part-time to full-time transfer. This is to ensure that no full-time positions in the small sort are lost.

Changes to existing language: When a job becomes vacant through the bid process, open positions will not be filled until the job is bid and the awarded bid employee arrives. The company may assign a qualified employee to this job temporarily. When the posted bid closes, the employee with the most company seniority between the awarded bid and the internal transfer request will be assigned the job.

Article 6, Section F

Changes to existing language: The vacation list has been changed to include Next Day Air Ramp 6, and Next Day Air

Ramp 9/11 as separate groups. Second Day Air Ramp Manager Group has also been changed to Second Day Air Ramp. Both of these changes have been made to reflect the way vacation lists are currently handled.

Article 6, Section J

Changes to existing language: Porter Helpers have been added to the list of work groups that can take vacation during peak season, as their work decreases during this time of year.

Article 8, Bullet 1

Changes to existing language: The Company will create 250 full time jobs during the life of this agreement. The first 50 jobs will be Monday through Friday dayshift jobs and will be bid upon ratification of the contract. By the end of the second year the Company will have bid a minimum of 75 of the 250 jobs. By the end of the third year the Company will have bid a minimum of 100 of the 250 jobs. By the end of the fourth year the Company will have bid a minimum of 175 of the 250 jobs. If any of the 250 jobs have not been filled, they will be bid in the last year of the contract.

Article 8, Bullet 8

Changes to existing language: 6-hour members will receive 40 hours per option week, and 35 hours per vacation week. This is an increase of 1.5 hours for option and 5 hours for vacation weeks to bring 6-hour members in line with the additional hours that 3-hour and full-time members have on their option and vacation weeks.

Letter of Record, Bullet 2

Changes to existing language: Union representatives will have the right to meet with newly hired workers for the purpose of educating them about the Teamsters union. Teamsters Local 89 will have access to newly hired workers at the New Hire Orientation

center, as outlined in the National Master Agreement, and will have access to newly hired workers at pre-seniority attainment meetings held at Worldport.

Letter of Record, Bullet 3

Changes to existing language: All 3-hour, 6-hour, and full-time members will have the right to bring their personal cell phones into work in accordance with the Company policy.

Letter of Record, Bullet 12

Changes to existing language: 1DA Small Sort and 2DA Small Sort will each be considered one manager's area for the purpose of internal transfers.

Letter of Record

New language: Full-time members bidding into AMDC or Container Repair-ULD will not be able to bid outside their classification for a 1 year period.

New language: On ratification, all ramp vans will be inspected to determine if they have a working air conditioning system. Any that have a working air conditioning system will be maintained.

New language: Part-time members bidding to a full-time job will not lose their option week during the first year after taking a full-time position as has been practiced in the past.

New language: In order to receive holiday pay, a member must work their regularly scheduled workday either immediately before or immediately after the holiday. This mirrors the holiday language in the Central Region Supplement.

New language: 2 consecutive call ins, or "2-for-1s" will be limited to 4 times in a 12 month period, without a Doctor's note. Consecutive call-ins that are covered by a Doctor's note will **not** count towards this limit.

Double Shift

Letter of Understanding

Changes to existing language: Ramp 6 will be allowed the same double shift opportunities as Wing H. 1DA and 2DA Small Sort will be allowed the same double shift opportunities as Core unload. These are both groups that previously had no or very limited double shift opportunities.

Letter of Understanding

(Pertaining to Porter Helpers and Mechanics)

Changes to existing language: The equipment that was previously listed as "mechanic only" has been re-listed as "mechanic only for this equipment, but not limited to" in order to clarify that this list is not intended to limit mechanics to only the equipment shown.

Overtime Procedures for Belt Maintenance - Bullet 6

Changes to existing language: Mechanics cannot be forced to work more than 16 hours in a 24 hour period.

Coverage Mechanics Agreement - Bullet 5

Changes to existing language: The Company will post the coverage mechanic schedule on Wednesday.

Letter of Agreement

(Pertaining to Short-Term Disability)

New language: The Company will bring short-term disability benefits for full-time members up to the 60% applied to part-time members. There will be **no cap** on this 60% benefit for full-time members. This increased short-term disability benefit will become effective six months after ratification of the National Master Agreement.

*** To read the complete changes to the Air Rider please visit www.teamsters89.com/ups2018contract**

A large white UPS Freight semi-truck is parked on a grassy area. The truck has the UPS logo on its side. The background shows some trees and a clear sky.

UPS FREIGHT National Master Agreement

TEAMSTERS LOCAL 89 RECOMMENDS

NO X

Teamsters Local 89 Recommends a NO VOTE on Freight NMA

Subcontracting

Early in UPS Freight negotiations the IBT put UPS on notice that if subcontracting wasn't fixed, UPS would not get an agreement. This was a bold and necessary stance to take for our members at UPS Freight, but unfortunately the line was not held. The Tentative Agreement still does not properly address the massive subcontracting issue our members face at UPS Freight, and for this reason alone we must recommend that the contract be rejected.

General Wages

Wages at UPS Freight are currently below what drivers at FedEx Freight receive. It is unacceptable for our members to receive less in wages than what their direct non-union competition receives. Further, the contractual raises in the Tentative Agreement total to just \$2 dollars over the five-year contract, which doesn't even keep up with the current rate of inflation. Lastly, the mileage rates only increase 1/4th of a cent in the agreement.

Two-Tier Wages

As if the general wage increases were not enough, this Tentative Agreement creates a two-tier wage structure for UPS Freight. If this agreement is ratified, new drivers will top out at \$28.65, nearly two dollars below the \$30.85 rate drivers today will make. Local 89 strongly opposes the creation of any two-tier wage systems in our contracts.

Healthcare

The Tentative Agreement fails to address one of our UPS Freight members biggest concerns; cost of health-care. Our members at UPS Freight pay a monthly premium, while members at UPS do not. As the parent company is the same, there is no reason that UPS Freight members should have to continue paying premiums that regular UPS members do not.

Pension

In the current UPS Freight Contract a member must work 1500 hours per year to receive their pension credit. In the new Tentative Agreement, that number of hours has been increased to 1800. This is a massive concession that will unnecessarily make it more difficult for our members to attain their pension credit each year.

Conclusion

The UPS Freight National Master Agreement has long needed a serious overhaul to make it a contract worthy of the Teamsters name. Time and time again we have been told that issues will be fixed in the next Contract, and yet they never are.

Enough is enough, our members at UPS Freight deserve better than the substandard wages, out-of-pocket healthcare, pension concessions, and massive problems with subcontracting that they face. For these reasons and many others, Teamsters Local 89 is recommending a NO VOTE on the UPS Freight National Master Agreement.

*** To read the complete changes to the Freight NMA please visit www.teamsters89.com/ups2018contract**

Quick Reference - UPS Air Voting Information



We expect voting information for UPS Air to be mailed out the first week of September. Once you receive your packet in the mail, you should find three documents of changes inside: one for the National Master Agreement, one for the Central Region Supplement, and one for the Louisville Air Rider. Please thoroughly review these changes prior to voting.

You will also find your unique pin code and information on how to use your unique pin code in order to vote online on your phone or computer.

If you do not receive your packet by mid-September, please contact Teamsters Local 89 to request a new one!



Quick Reference - UPS Ground Voting Information



We expect voting information for UPS Ground to be mailed out the first week of September. Once you receive your packet in the mail, you should find two documents of changes inside: one for the National Master Agreement, and one for the Central Region Supplement. Please thoroughly review these changes prior to voting.

You will also find your unique pin code and information on how to use your unique pin code in order to vote online on your phone or computer.

If you do not receive your packet by mid-September, please contact Teamsters Local 89 to request a new one!



Quick Reference - UPS Freight Voting Information



We expect voting information for UPS Freight to be mailed out the first week of September. Once you receive your packet in the mail you should find a document of changes for the Freight National Master Agreement. Please thoroughly review these changes prior to voting.

You will also find your unique pin code and information on how to use your unique pin code in order to vote online on your phone or computer.

If you do not receive your packet by mid-September, please contact Teamsters Local 89 to request a new one!



New Retirees

Congratulations to our newly retired Brothers and Sisters!

James Quiggins	ABF
Mark Smith	ABF
Barry Eldridge	Allied Ready Mix
Charlie Demasters	Jack Cooper
John Cowley Jr.	K&T Switching
Hoeurn Muoy	Standard Group
Deborah Ostrander	Standard Group
Donna Wilcher	Taylor Co. RECC
Gary Carney	Transervice
Dallas Jones	USF Holland
Larry Shawler	USF Holland
Kevin Evans	Teamsters Local 89

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.



New Births

Jessica Squires	Taylor Co. RECC	Daughter
Paul Smith	UPS	Son



In Memorium

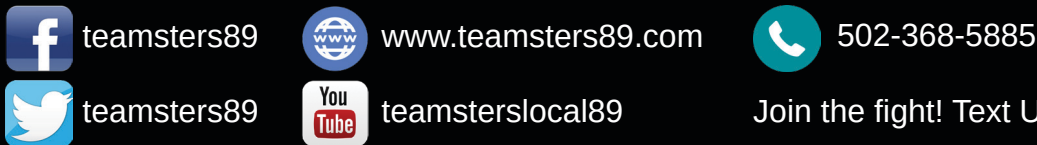
Our thoughts and prayers go out to the families of the members and retirees who have recently passed.

Harry Seaman	CCC Hwy Inc
James Roederer	Houchens
Danny Pfister	UPS
John Saar	USF Holland
Lloyd Harris	United Furniture
Norman Dennison	Banner Transfer
James Hatfield	Jim Beam
Stanley Ridge	Transervice
Orlando Yancey	UPS
Bonnie Powers	Brown Forman
Claude Boswell	K&T Switching
Lucille Brockman Poe	Taylor Co. RECC
Homer Holt Jr.	Banner Transfer
Robert Manley	Allied Ready Mix
Edward White House	Huff
Francis Morris	Taylor Co. RECC



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

Next General Membership Meeting:
September 14th, 2018
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215



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

ATTENTION

AMERICAN GREETINGS

LAI-D-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