

The official publication of the International Brotherhood of Teamsters Local 89



TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*



TEAMSTERS LOCAL 89 - SPRING 2019



1	President's Report	12	Nugent Sands Contract
2	Rick Curtis Retires	13	Other Ratified Contracts
3	Trey McCutcheon Joins Staff	14	Teamsters in the Movies
4	Gary Tomes Retires	16	2019 Steward Leadership Conference
5	Bill Miller Named Political Director	17	2019 Golf Scramble
6	Zenith Logistics Contract	18	Retiree's Chapter & TNBC
8	Transervice Logistics Contract	19	Announcements
10	Product Distribution Contract	20	2019 Scholarship Application
11	International Paper Contract	21	2019 Bass Tournament

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Brian Hamm Ext. 134

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Trey McCutcheon Ext. 135

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Avral Thompson Ext. 121

Rusty Villier Ext. 111





A Message From President Fred Zuckerman

In the past few years Local 89 has seen retirements from a number of longtime members of our Union Hall. From our office staff we have seen Angela Harris, Trista Thompson, Cheri Metcalf and Gary Tomes retire. Business Agents Ben Bramble, Kevin Oliva, Aubrey Cheatham, Paul McIntosh, Kevin Evans, and most recently Rick Curtis have also retired. We wish them all the best in their much deserved retirements.

As these retirements have occurred, a number of Local 89 members were hired as replacements. In recent years our staff added Misti Dunn, Melissa Walls, Tammy Adams, Rick Stevens, and Becky DeVore. We also hired several Business Agents to take over for our retirees, including our most recent Agents; Jason Cooper, Ed Sageser and Trey McCutcheon.

Although the faces around our hall have changed, our staff's commitment to our members is stronger than ever. Our new staff and new agents bring with them new ideas, fresh perspectives, and a passion for fighting back against employers.

At Local 89 we have always hired from within. It is my personal belief that no one is better at the job of fighting for our members than our members themselves. That is why our staff includes former union stewards and activists. People who have happily volunteered and sacrificed for the Labor Movement without thought about what it might do for them, but for what they could do for others. I am proud of the family we have built at Teamsters Local 89, and look forward to seeing them continue leading the strongest Local Union in the International Brotherhood of Teamsters.



Happy Retirement to Rick Curtis

Rick Curtis retired on February 22nd after having proudly served the membership of Teamsters Local 89 as a Business Agent for the past twelve years.

Rick first became a Teamster in 1980 when he started his career at Kroger Warehouse (now known as Zenith Logistics). During his time at the warehouse, Rick served as a steward, starting in 1990, and served on negotiating committees in 1994, 1998, and 2005.

In June of 2007 Rick was hired by Teamsters Local 89 to be the Business Agent for a number of shops including Zenith Logistics, Transervice Logistics, Brown Forman, and many others.



During his career as part of the Local 89 staff, Rick has represented thousands of members in countless grievance hearings, arbitrations, and contract negotiations. He has always fought hard for his members and has won many outstanding contracts, including the recent Transervice and Zenith agreements that received overwhelming ratifications from their members.

President Zuckerman, the Officers, Agents, and staff of Teamsters Local 89 wish Rick all the best in his much-deserved retirement!



Trey McCutcheon Joins Local 89 Staff

We are happy to welcome Trey McCutcheon to the Local 89 staff!

Trey has been a member of Teamsters Local 89 since September of 2000 when he started his career at Zenith Logistics (frequently referred to as Kroger Warehouse), and currently works there as a Perishable Dock Loader.

Trey has been an active member of Local 89 for many years. He has fought for our members rights as a key part of the Teamsters Local 89 Political “Ground Team” for several election cycles. In addition to his political work, Trey has assisted on numerous organizing drives, and has walked numerous strike lines in support of his Teamster brothers and sisters.

In 2017, Trey officially became a Steward at Zenith Logistics, and he was an important member of the Local 89 rank-and-file negotiating committee for the recently ratified 2019 Zenith Logistics contract.

As a second-generation union member, he understands the value of the American Labor Movement. Both of Trey’s parents retired from union shops – his Mother was an APWU union representative, and his Father worked at Fischer Packing Company as well as being a member of the IAFF.

For years Trey has worked tirelessly to organize and fight for union members. Now he will take that passion into his new job as a Business Agent for Teamsters Local 89, where he will be taking over for Rick Curtis who is retiring. Going forward, Trey will be handling all the companies Rick had.



Happy Retirement to Gary Tomes

Gary Tomes retired on January 31st after having proudly served the membership of Teamsters Local 89 in our Benefits Department for the past 28 years.

He is a second-generation Teamster whose father was a Local 89 Business Agent from the 1970s to the mid 1990s. Gary first became a member of Teamsters Local 89 in August of 1981. He was one of the original employees when the UPS Air District first opened in Louisville, Kentucky, where he worked part-time on the ramp.

In January of 1986, Gary became employed by the Central States Pension Fund and Central States Health and Welfare to assist members with their benefits. After five years of experience in this position, he was hired by Teamsters Local 89 in April of 1991 to work directly with our members as a Benefits Coordinator.

Over his 28 years as a member of Teamsters Local 89's staff, Gary has worked to field member questions about pensions and healthcare. He has assisted countless members with disability forms, healthcare bills, pension estimates, and any number of other issues and has generally been an indispensable part of our Local 89 team.

Gary's friendly personality and dry wit will be sorely missed by staff and members alike at the Local 89 Union Hall. He will be especially missed by his Benefits Department partner Kim Wolfe, who has worked with him for two decades!

President Zuckerman, the Officers, Agents, and staff of Teamsters Local 89 wish Gary all the best in his much-deserved retirement!



Bill Miller Named Political Director

We are pleased to announce that Bill Miller, a 17-year Teamsters Local 89 member from Zenith Logistics, will be taking on the role of Political Coordinator & Legislative Director for our Local Union, effective February 1, 2019. Bill has been an active part of the Local 89 political “ground team” since its formal creation in 2014.

Current Local 89 Political Coordinator, Jay Dennis, and Director of Legislative Affairs, Robert Colone, will be stepping away from their respective political roles in order to focus on other strategic labor initiatives within Local 89.

Bill’s vast experience of state, local and federal politics, as well as his extensive knowledge of the state and federal legislative process, makes him the perfect replacement for the newly consolidated position.

JOIN THE TEAM!

Are you fed up with the way workers are treated in America? Do you want to make a difference in today's political climate? **Join the Local 89 Political Ground Team!** For many years Local 89 has had a dedicated group of volunteer activists who are passionate about making sure the voices of workers are heard in Frankfort, Indianapolis, and Washington D.C. If you are interested and you think you have what it takes, contact Political Director Bill Miller today by calling **(502) 368-5885** or emailing him at **bmiller@teamsters89.com**!



Zenith Logistics

On January 20th members at Zenith Logistics, commonly referred to as Kroger Warehouse, met at Teamsters Local 89 for contract explanation meetings and afterwards voted to ratify a new six-year agreement by an overwhelming 94%.

"It's one of the best contracts we've ever won," said Trey McCutcheon, a member of the union negotiating committee. "I'm really proud of all the gains we were able to make for everyone at the warehouse."

The six-year contract provided some of the strongest wage increases ever seen at the warehouse, totaling \$5.31 over the life of the agreement.

Among other notable improvements was a change to discourage the Company from adding unnecessary forced shifts. In the past, it has become unfortunately common for Zenith to schedule a 6th or even 7th day for members only to have them arrive and be sent home after only a few hours, or sometimes even immediately. This frustrating behavior resulted in many proposals during negotiations and culminated in an agreement that any worker forced to come in for an extra shift who is sent home before working at least 9 hours will receive a \$45-dollar Kroger gift card in addition to whatever pay they earned for hours worked that day. This will both re-

ward workers who are sent home from forced shifts early with something for their troubles, as well as discourage the Company from forcing workers in unless they are absolutely needed.

Leading up to negotiations the two most significant issues our members made proposals for were healthcare and pension security.

Regarding healthcare, Local 89's committee was able to keep the status quo as proposed by our members, meaning there will be no changes to the healthcare plan and it will continue to be 100% funded by the Company with no worker contributions.





Contract Ratified

When it came time to discuss pensions Local 89 was already aware that Zenith Logistics would be determined to pay their withdrawal liability to the Central States Pension Fund (CSPF) and exit the plan. Zenith is a third-party to Kroger, who already left the CSPF via their National Master Agreement just a few short years ago. As expected, Zenith did indeed seek to exit CSPF and enter the multi-employer plan Kroger and many of its other third-party companies had already joined.

Although Local 89 remains a staunch advocate for restoring and funding the CSPF, we also have a responsibility to do the best we can to fight for the interests of our members. As our members were highly interested in Zenith's proposal, we ultimately agreed to negotiate over this subject.

President Fred Zuckerman brought in Ed Gleason, a highly respected Washington D.C. area attorney who specializes in union pension funds, to look over Zenith's proposal and ensure that our members would be taken care of in the event they chose to move to this plan. After reviewing all the details, Gleason was able to assure our committee that the new plan was healthy and nearly identical to the pension benefits our members at Zenith already received in the CSPF. As a result, our rank-and-file negotiating committee tentatively agreed to the pension change. After thorough explanations by Gleason at today's meetings, the membership at large voted to approve the change as well.

"We knew the pension plan was one of our members greatest concerns going into negotiations," said Business Agent Rick Curtis. "Our job as a committee is to do our best to protect our members futures, and we believe we have accomplished that."

President Zuckerman, the Officers, Agents, and Staff of Teamsters Local 89 wish to thank Business Agent Rick Curtis as well as Trey McCutcheon, Jim Beam, Kenny Offutt, Jose Gonzalez, Wes Odle, Scott Hamrlik, Chris Scott and Frank Selent of the rank-and-file negotiating committee for their hard work in these negotiations.

Highlights

- **Contract Ratified by 94%**
- **\$5.31 in wage increases over 6 years**
- **\$45 Kroger gift card for being forced in on off days and then not working full shift**
- **Healthcare remains 100% funded by the Company, no worker contributions**
- **Secure new pension plan to protect members retirement**



Transervice Logistics

On January 27th members of Transervice Logistics (Kroger Drivers) met at Teamsters Local 89 for contract explanation meetings. At the conclusion of those meetings, members voted to ratify a new six-year agreement by an overwhelming 93%.

Significant percentage-based wage increases were won in each year of the contract for all three departments. Percentages for garage workers will be 8%, 5%, 5%, 3%, 3% and 3%. Percentages for spotters will be 5%, 4%, 4%, 3%, 3%, and 3%. Percentages for drivers will be 3% in each year of the agreement. These mark some of the highest wage increases ever obtained at Transervice.

Highlights

- **Contract Ratified by 93%**
- **3% or higher wage increases in each year of the contract**
- **Three additional holidays**
- **Yearly tool allowance**
- **Healthcare remains 100% funded by the Company, no worker contributions**
- **Secure new pension plan to protect members retirement**

A great number of other improvements were made, including three additional personal holidays, earning a sixth week of vacation at 25 years (previously 28), a driver committee to review accidents, a yearly tool allowance for mechanics and a yearly reimbursement to garage workers for safety shoes. There were many additional language improvements and positive work rule changes beyond the list above.

Local 89's negotiating committee was able to maintain TeamCare health insurance. It will continue to be 100% funded by the Company with zero costs to our Transervice members.

As with Zenith before it, the Local 89 committee was aware that the pension fund would be a significant issue in these negotiations, as it was important to both our members and the company. As Transervice is a third-party to Kroger, it was clear that they would want to follow Zenith and Kroger's lead by exiting the Central States Pension Fund (CSPF) and entering the new Kroger multi-employer fund.



Contract Ratified

Once again, President Fred Zuckerman brought in notable pension expert Ed Gleason, an attorney from Washington D.C., to review the Transervice proposal. With his assurance that the new plan was healthy and stable and that the plan was nearly identical in benefits to what our members currently have in CSPF, the Local 89 negotiating committee agreed to this change. Gleason attended today's meetings and explained the change in pension plans and answered any questions members had, after which the change was voted in along with the rest of the agreement.

"This was a lifeline for these guys," said Business Agent Rick Curtis. "It was what our members wanted, and it was in their best interests for us to get this done."

President Zuckerman, the Officers, Agents, and Staff of Teamsters Local 89 wish to thank Business Agent Rick Curtis, as well as Charles McClellan, John Jeff Fischer, Shannon Rayermer, John Kestler, Mike Duvall, Danny Fuchs, and James Melton of the rank-and-file negotiating committee for their hard work in these negotiations.





Product Distribution Contract Ratified

A contract explanation meeting was held on January 27th at Teamsters Local 89 for members of Legacy Supply Chain / Product Distribution, a contractor for GE. At the conclusion of the meeting, members voted by an overwhelming 92% to ratify the new three-year agreement.

Wages were increased by \$1.00 in each year of the contract for spotters and local drivers. Over the road drivers had their mileage rates increased by .06 cents per mile in the first year and .02 cents in each of the final two years.

In addition to the impressive wage gains, improvements were made in healthcare and strike language. Other highlights include a reduced probationary period, holiday pay increased to double time, and vacation weeks being earned more quickly. Major changes were made to dispatch procedures that will lead to increased income, and an additional week was added at 20 years of service. These are in addition to a number of other improvements in language and work rules.

"I'm really proud of the work our committee put in," said Business Agent Rusty Villier. "They stuck together and made sure their members voices were heard, and it resulted in a great contract for these guys."

President Zuckerman, the Officers, Agents, and Staff of Teamsters Local 89 wish to express their thanks to Business Agent Rusty Villier as well as Ray Keith, Kevin Patrick, and Dominique Faulkner of the union rank-and-file negotiating committee for a job well done.





International Paper Contract Ratified

International Paper members met at Teamsters Local 89 on February 17th for a contract explanation and ratification meeting, after which a new three-year agreement was ratified by an overwhelming 89%.

"Through the solidarity of our members and the hard work and dedication of our negotiating committee, we achieved an agreement that is a major step forward for our members at International Paper," said Business Agent Jay Dennis.

Local 89's negotiating committee was able to secure industry leading pay raises of 2.5% in each year of the contract, as well as a \$500 dollar signing bonus. IP members also gained a secure pension going forward, with protections for prior years of service. In addition, all members received a \$2000 dollar deposit into their 401k accounts upon ratification.

Existing healthcare coverage was maintained, with language additions to protect against future cost increases. There were also a number of additional language improvements for health benefits, including an improved S&A rate, and higher AD&D and Basic Life benefits.

In addition to the successful negotiations on wages, pension, and healthcare, a number of other language improvements were made including positive changes to bid language, overtime language, funeral leave, safety equipment, and non-discrimination language.

President Zuckerman, the Officers, Agents, and Staff of Teamsters Local 89 would like to thank Business Agent Jay Dennis and the rank-and-file negotiating committee members, Tom Corbett, Richard "Snoop" Conn, Cody Rigdon, Jeff "Pac Man" Carroll, Floyd Glass, and Jeff Kayse, for their hard work and dedication to their fellow members at International Paper.





Nugent Sand Contract Ratified

On February 1st, Teamsters Local 89 members at Nugent Sand voted unanimously to ratify a new three-year agreement.

Improvements in the new collective bargaining agreement include wages increases of \$1.75 over the life of the contract, an increased boot and coverall allowance, an increased mechanics tool allowance, and an earlier vacation schedule allowing a third week of vacation after six years of service.

Other highlights included maintenance of the members existing health and welfare plans and improvements in their 401k contributions, as well as many other positive language changes.

President Zuckerman, the Officers, Agents, and Staff of Teamsters Local 89 wish to congratulate and thank Business Agent Jim Kincaid and rank-and-file negotiating committee members Aaron Garner, John Harper and John Finn for all their hard work.



Other Ratified Contracts

- Bimbo Bowling Green
- Bimbo Louisville & E-Town
- IMI Harrodsburg-Lawrenceburg
- IMI Scottsburg/Salem/Madison
- RCS KTP Drivers
- RCS KTP Monitors
- RCS LAP Drivers
- RCS LAP Monitors
- Ryder Bluegrass.

Spring 2019 General Meeting Photos





Teamsters in the Movies

Recording Secretary and Business Agent Jeff Cooper recently visited Local 89 members working on the set of an upcoming movie that was filming in Kentucky.

Although many members may not realize it, many major motion pictures and television shows employ Teamsters to work behind the scenes, often as drivers. It isn't uncommon for a Teamster member to be assigned to be the personal driver for a major movie star during a film's production.

"A lot of our members probably don't realize that Teamsters work in the movie industry," said Cooper. "Stay to the very end of the credits when you're in the theater and you'll often see the Teamsters logo displayed."

Local 89 has the film industry jurisdiction for the entire state of Kentucky. Whenever a movie or television series is set to shoot here, they will contact Cooper to arrange to have Local 89 members on set to perform the work assigned to the Teamsters union. In this instance, a comedy film starring Drew Barrymore and currently titled "The Stand-In" was being filmed in several locations in downtown Lexington and Versailles.

In addition to the Teamsters logo, the credits of this movie will also include the names of all the Teamsters who worked on the project listed under Transportation, with the persons listed as Captain and Co-Captain being the Teamsters Union Steward and Alternate for the film.

Teamsters Local 89 members have worked on the sets of movies such as Secretariat, Seabiscuit, Elizabethtown, and Above Suspicion. During the filming of the classic movie Coal Miner's Daughter, former Local 89 Business Agent David "Swifty" Swift, who was a rank-and-file member at the time, was the personal driver for actor Tommy Lee Jones.

Although not filmed in Kentucky, you can even find the Teamsters logo at the end of extremely popular Marvel films like the Avengers and Captain Marvel.





LOCAL 89

President
Fred Zuckerman

LOCAL 783

President
John Stovall

Teamsters Local 89 has partnered with Teamsters Local 783 to host a Steward Leadership Conference (SLC) on June 7th, 2019 at the Crowne Plaza Hotel. Notice has been sent to all Local 89 and Local 783 Stewards about the SLC.

All stewards who wish to attend the SLC must register by calling Misti Dunn at (502) 368-5885. The SLC will be an all-day event from 9 AM to 4:30 PM with speakers scheduled to cover a number of important subjects. All preregistered participants will be eligible for door prizes and other giveaways at the seminar. Also, only preregistered participants will receive free Steward Leadership Conference merchandise. Onsite registration will be available as long as space permits.

SEE YOU THERE!



Date: Saturday June 1st, 2019

Time: Tee-Off at 7:00 AM

Place: Iroquois Golf Course

Food and drinks are provided during the event!

Prizes

1st Place Team - \$200

2nd Place Team - \$150

3rd Place Team - \$100

2019 Paul Priddy Memorial Golf Scramble

Saturday June 1st, 2019

TIME: 7:00 A.M. - COST: \$50.00 PERSON/\$200.00 TEAM

TO PARTICIPATE PLEASE COMPLETE & MAIL THE FORM BELOW

LIMITED TO FIRST 28 TEAMS

Mail completed entry
form & fee to:

I would like to participate in the 2019 Golf Scramble

Members Company _____

A. _____

B. _____

C. _____

D. _____

Teamsters Local 89

Attn: Kevin Evans

3813 Taylor Blvd

Louisville, KY 40215

***MAKE CHECKS PAYABLE TO
KEVIN EVANS***

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 Duval, and Joe Soloman.

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



Join the Louisville Chapter of the Teamsters National Black Caucus! The Louisville TNBC meets at Teamsters Local 89 on the 2nd Saturday of each month at 10 AM. We are accepting new members who are willing to come in and work hard alongside of us to build a better Labor Movement!

This year we will be hosting the 44th TNBC Conference at the Hyatt Hotel from August 13th-18th. There will be many fun and educational classes on a variety of topics including Teamsters history, what to do about sexual harassment in the workplace, how to file a grievance, information on insurance, FMLA, the responsibilities of a steward, the history of the TNBC, and much more!

If you have any questions you may contact the Louisville TNBC's secretary, Tammy Adams, by calling (502) 302-2905!

Recent Retirees

Congratulations to our newly retired Brothers and Sisters!

Ted Farmer	Allied Ready Mix	Wade Neff	RCS
Kenny Shelburne	Allied Ready Mix	Michael Cronan	Transervice Logistics
Jeff Hammons	Cassens	John Proctor	Transervice Logistics
Raymond Koza	Jack Cooper	Billy Willoughby	UPS
Cheri Metcalf	Local 89	Terry Overfelt	USF Holland
Kevin Oliva	Local 89	Steve Downs	Zenith Logistics
Gary Tomes	Local 89	Daryl Russell	Zenith Logistics

In Memoriam

Local 89 extends our thoughts and prayers to the families of our recently departed brothers and sisters.

Scott Froze	Rebco	Melinda Hall	Taylor County RECC
Roger Helton	Lewis Metals	Russell Jessie	Kroger Distribution
Mark Gregory	Transervice Logistics	John Williamson	Wayne Car Releasing
Terrance Bell	Transervice Logistics	Beverly S. King Jr.	Banner Transfer
Bonnie Casto	UPS	Melvin Knowland	Allied
Joshua Kidwell	UPS	Daryl L. Huffman	Algood Foods
Robert L. Perkins	Hobarth	Perry Watson	USF Holland

Recent Births

Christopher Thomas	Daughter	Adam Thompson	Daughter
Jason Mueller	Son	Cody Pope	Daughter
David Simmons	Daughter	Rodney Bruner	Daughter

Withdrawal Notice

It is very important that you go on "withdrawal" from Local 89 when you leave your job or are out on a leave of absence. This includes retirement, layoff, resignation, discharge, military leave, personal leave of absence, Family Medical Leave, disability, and other reasons.

When you leave your job for any of these reasons, immediately call Local 89 at (502) 368-5885 and request to be put on withdrawal. If you are only leaving your job temporarily for FMLA or any other short-term reason, you must also call and notify us when you return to work.

When a member is on withdrawal they are not required to pay union dues for the time they are out. ***Failure to put in a withdrawal request when you leave your job and failure to notify Local 89 when you return may require you to pay back dues.***

2019 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.

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

**DEADLINE:
May 31, 2019**



Date: Saturday, September 28, 2019
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 20, 2019 | No Late Entries

CASH ONLY AFTER SEPTEMBER 20, 2019

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 27, 2019.
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 28, 2019.
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 20, 2019

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 14th, 2019
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215

**Follow us online for up-to-date
information about your Local Union!**



Follow us on Facebook @ teamsters89



Follow us on Twitter @ teamsters89



www.teamsters89.com



502-368-5885

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