



TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*

**EMPLOYEES
OF
DSI
TUNNELING
ON STRIKE
TEAMSTERS
LOCAL 89**



ELECTION NOTICE ON PAGES 20 - 21

TEAMSTERS LOCAL 89 - FALL 2020



- 1 **President's Report**
- 2 **Contract Ratified at Android**
- 3 **Contract Ratified at Aramark**
- 4 **Contract Ratified at IMI Crestwood**
- 5 **Contract Ratified at Hertz**
- 5 **Contract Ratified at Tyson**
- 6 **Summer 2020 General Meeting Photos**

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David Thornsberry Ext. 145

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Jeff Cooper Ext. 138

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Brian Hamm Ext. 134

Jim Kincaid Ext. 132

Trey McCutcheon Ext. 135

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Stephen Piercey Ext. 141

Mike Rankin Ext. 123

Vinny Rivera Ext. 131

Ed Sageser Ext. 140

Rusty Villier Ext. 111





A Message From President Fred Zuckerman

As the old union adage goes, organizing is the lifeblood of the labor movement. I am very proud to say we take that to heart here at Local 89.

Over the past two years, we have dramatically revitalized our organizing efforts. We started by hiring a full-time organizer, Bryan Trafford, who had already served our membership very well as a volunteer activist and as chief steward at Caesars Southern Indiana. To help train Bryan further we brought in International Vice President John Palmer - a lifelong organizer for the Teamsters union. Together, they successfully organized DSI Tunneling and started several other organizing drives.

With Bryan now a trained and already successful organizer, John left us and we hired a second full-time organizer, David Thornsberry. David had been a lifelong steward and union activist at UPS Bluegrass, and already had extensive experience with internal organizing. Together, Bryan and David formed Local 89's new Organizing Department. Since then, they have worked tirelessly to extend the power of organized labor to workers throughout our jurisdiction. They have become adept at utilizing and working with our Communications and Legal departments, as well as various Business Agents, to maximize their efficiency and reach more and more workers who want to become Teamsters.

Don't let any of that fool you, though. Organizing is very hard work. Campaigns come and go and employers learn of organizing drives and take extremely aggressive and anti-union actions that cause workers to lose their will to fight. Labor law in America is firmly tilted against workers and their efforts to organize. Fortunately, our talented organizers are extremely diligent and very skilled at navigating these challenges.

Despite those challenges, Bryan and David have continued to be aggressive and successful in their organizing efforts. Following DSI Tunneling, they won an organizing vote at Quickway Carriers and again a short time later with drivers at Vistar. Our organizers are also involved heavily in the continuing process to win a first contract with each of these shops - itself a complicated and challenging process due to weak labor law.

But our organizing efforts have not slowed down. We currently have organizing campaigns at multiple shops across Kentucky and Indiana, each at different stages of the process, and each going at its own pace. Some campaigns may be finished and won within weeks, some could take years - but our Organizing Department and our Local overall will continue to push hard to bring the power of organized labor to all working people.

Contract Unanimously Ratified at Android



On Saturday, September 19th, a contract explanation meeting and vote was held for members at Android Industries in Bowling Green, Kentucky. At the conclusion of the explanation, members voted unanimously to ratify the strongest agreement in their shop's history.

One of the most significant achievements in the contract was a substantial set of wage increases designed in part to "close the gap" on an unfair 2nd tier wage scale. As a result, some 2nd tier members will get a wage increase of nearly 37% over the life of the four-year agreement, while members in the first tier will also receive \$2.50 during the contract.

"Early on, our goal was to not only win a substantial raise and better working conditions; it was to dramatically enhance the livelihoods of our Sisters and Brothers who had been held down by a 2nd tier in which wages were unacceptably low," said Business Agent and Chair of the union negotiating committee, Jay Dennis. "Both 1st and 2nd tier members demanded that everyone receive a wage that rewards their tremendous contribution to Android and the GM Bowling Green Assembly Plant's success. This represents an enormous step forward for all our hardworking Teamsters at Android."

Other wage improvements in the ratified agreement include an additional .50 cent increase for forklift drivers, a \$1.00 increase for Reach Trucks, and a .50 cent second shift differential. Members can now break up all of their vacation time into individual days, and the length of time to receive a third week of vacation has been reduced by two years.

In addition, there were numerous language tweaks that offer substantial gains to the contract. They include enhancements to the anti-discrimination clause, the probationary period for new hires being reduced from 90 days to 60, disciplinary letters being reduced from nine months to six and the removal of random drug testing, among many others.

Two other important additions were the creation of a "co-chaired" safety committee and new hire orientation language. For the safety committee, the union will have sole control over the committee members, with language that clearly defines the committee cannot in any way be used to recommend or bring discipline on employees. The new hire orientation language provides thirty minutes for a union representative to educate new workers about the Teamsters, and also includes language that the Company cannot interfere with or discourage union membership.

"I do have to give credit where credit is due," continued Dennis. "The Company certainly did see the value in providing better wages and working conditions for their employees in the agreement. It still took quite a bit of time for us to get to get there, though."

President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 wish to express our thanks and congratulations to the union negotiating committee comprised of Anthony McGrew, Noel Meredith, Bobby Spencer, Kenny Teed, and Alicia Williams, and the all members at Android on this remarkable achievement.

"The Committee did a tremendous job in negotiations, and we couldn't be prouder of them," concluded Dennis. "They stood firm on the issues of importance and didn't back down despite long and taxing negotiating sessions that lasted into the early morning. They are fine examples of Teamster leaders. With their leadership, and our members' solidarity and commitment to each other, they were able to win the best contract in Android history."

Contract Ratified at Aramark

Members at Aramark in Bowling Green recently ratified a new three-year agreement by a significant majority. The agreement includes substantial gains over their previous contracts despite a slew of underhanded tactics used by the Company during negotiations.

Improvements to the Aramark collective bargaining agreement include wage increases greatly exceeding prior contracts, lump sum wages for commission drivers more than doubling, increasing weekly guaranteed pay by up to \$250 per week, caps on healthcare costs, and securing pension contributions each year of the agreement.

"During negotiations the Company attempted to get deep concessions that were simply unacceptable to our members," said Business Agent Jay Dennis. "We were never going to agree to anything that harmed our folks."

The Company put many concessionary proposals on the negotiating table, included in those were attempts to; introduce inferior wages, dramatically increase healthcare costs, an all-out attack on the guaranteed 45-hour work week for hourly employees, and even an attempt to gut vital work rules.

Through the course of many meetings it was clear the Company was bargaining in bad faith. They employed common anti-union tactics like constant stalling and moving their proposals only a few cents at a time to drag the process out. These tactics backfired on the Company when the union committee, frustrated by the lack of progress, walked away from the table and began preparing members for a strike.

Teamsters Local 89 immediately began marshaling personnel and resources, putting considerable effort to ensuring any potential strike action would be successful. The Legal, Organizing and Communications Departments were all tapped to help prepare members for what might have to be done, and a conference call with several Local 89 officials and Aramark members was held to discuss the situation and explain how a strike would unfold.

After a unanimous strike authorization vote by the membership and labor charges against the Company for bargaining in bad faith, Aramark finally decided to put serious offers on the table that the committee and rank-and-file members were willing to accept.

"I'm glad we finally reached an agreement, likely the best one we've ever had at Aramark, but I'm still extremely disappointed with the Company's behavior," said Dennis. "Their constant delays and unwillingness to bargain in good faith were completely disrespectful to our members."

Dennis described this contract as the closest he's ever seen members come to striking without ultimately having to do so. Signs had already been prepared and a picket line was scheduled to go up just a few days later before the Company finally came to their senses. Hopefully this will serve as a reminder to the Company not to play such games in the future.

President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 would like to thank stewards Travis Shirley and Greg Schrader, and rank-and-file member Scott Beckham for serving on the negotiating committee. We would also like to wish our congratulations to all the members at Aramark for standing firm and beating back aggressively anti-union proposals!

Contract Unanimously Ratified at IMI Crestwood



Teamsters Local 89 members at IMI Crestwood unanimously approved a new three-year agreement on September 28th. The agreement contains numerous improvements to the collective bargaining agreement.

Economic improvements included front loaded wage increases of .65, .60, and .60 cents throughout the life of the agreement, increases in both uniform and boot allowances, and improvements to vacation time.

Other important language advancements included an improvement to Family Medical Leave Act (FMLA) time, and significant improvements to the contract's seniority provisions.

"Thanks to the strength of our members we were able to get through these negotiations quickly, and with a lot of success," said Vice President and Business Agent Jeff Cooper. "Our committee worked hard and did a great job during these negotiations."

President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 would like to thank steward Tony Hooks for his hard work on the negotiating committee. We would also like to congratulate all our members at IMI Crestwood on their newly ratified agreement.

Contract Unanimously Ratified at Hertz

A new three-year agreement was unanimously ratified by Local 89 members at Hertz that included numerous gains, despite the difficult combination of a bankruptcy and the COVID-19 pandemic.

Business Agent Trey McCutcheon described this as the toughest negotiation he has been in. The Company did not initially budge at all, in fact they initially rejected the entire Union economic offer – prompting the union committee to walk out of negotiations. Fortunately, this seemed to act as a wake-up call for the Company, and things went much smoother from then on.

Some of the improvements the committee managed to secure were; yearly wage increases through the life of the contract, a 24-hour notice for someone to be forced into work on their off days, and a new detailing classification added to the bargaining unit that includes an extra .75 cents per hour while doing detailing work.

In addition, the committee was able to beat back several aggressive concessionary demands from the Company including a move to bi-weekly pay, taking away tool allowance, and a cap on wages – all successfully defeated.

“It was tough given the circumstances around the Company, but our guys did a hell of a job and never backed down,” said McCutcheon. “Moments like those are what make you proud to be a Teamster.”

President Zuckerman, Secretary-Thompson, the Officers, Agents, and Staff of Teamsters Local 89 would like to thank Steward Theo Kenemore and member Danny Autry for their great service on the negotiating committee and congratulate the members of Hertz on their ratified agreement.

Contract Ratified at Tyson

Members recently ratified a new three-year agreement at Tyson by an overwhelming 96% vote. The new collective bargaining agreement contains the greatest membership gains ever seen in this contract.

Contained in the new CBA were a number of economic improvements including; historic wage increases, increased life insurance, enhanced 401k with increases and matching, adoption pay, maternity leave, a doubled boot allowance, a fourth week of vacation now being earned five years earlier than in past contracts, and a .75 cent per hour premium that will be added to employees checks each week they have perfect attendance.

In addition to purely economic items, there were also significant improvements to members healthcare which will also translate to higher income. These improvements include; a new healthcare plan that drastically cuts costs to employees, disability will now cover 60% of wages, and enhanced Leave of Absence language for non-work-related sickness or injury.

There were also a number of important language changes that further strengthen the Tyson contract, such as; protections against unsafe conditions and equipment, protections against sub-contracting, greater protections for stewards, enhancements to the grievance procedure, enhancements to funeral leave, and improvements to the bid process, among others.

“I’m really proud of our members at Tyson,” said Business Agent Jay Dennis. “They stood firm in their demands and succeeded in winning the best contract they’ve ever had.”

President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 would like to thank Chief-Steward Dale Hurd, and rank-and-file members Ben Shelton, Tony Dillard, and Alan Spears for serving on the union negotiating committee. We would also like to congratulate all our members at Tyson for winning their contract fight!

Summer 2020 General Meeting Photos





(502) 589-2822

Personal Injury and Wrongful Death Attorneys

CASH PRIZES

“Like” the DeCamillis & Mattingly Facebook Page by November 20, 2020, and you’ll automatically be entered to win a CASH PRIZE! On November 23, 2020, we’ll draw two (2) winners. Each winner will receive a cash prize of \$250.00. Winners will be announced on our Facebook Page.

OUR REPUTATION IS OUR TRADEMARK!

ARBITRATION VICTORY!

MIKE HOY IMI GLASGOW



In November of 2019, Mike Hoy, a Steward out of IMI in Glasgow, was unjustly terminated by his employer. Today, after a lengthy but ultimately successful arbitration battle fought on his behalf by Local 89, Mike is back on the job.

In addition to being a Steward at IMI for the last eighteen years, Mike has long served his community as a Pastor at Oak Grove Baptist Church, which is strangely enough where this story begins. Last year, Mike's church grew to the point where they needed to expand. As a concrete truck driver for IMI, they knew exactly where they wanted to get the concrete for their new foundation.

The day of the church's concrete pour, Mike felt blessed to be the one who was given that assignment. He arrived at his own church as a Teamster, excited and proud beyond compare to be able to perform this work. Mike took to his private Facebook page to share his excitement with his friends and church congregation by shooting a brief video of the pour, during which he said "Upon this rock, I will build my church, Jesus says", a reference to the Bible verse Matthew 16:18.

Shortly after this momentous occasion for Mike, IMI terminated him under the dubious claim that he had violated the company cell phone policy.

Business Agent Jeff Cooper quickly jumped into action in the face of this shocking and egregious action by the Company. During his investigation, Cooper quickly determined that the Company was not administering discipline in relation to their cell phone policy in a fair and consistent manner and without discrimination. The Local Union rapidly uncovered multiple instances of other union, non-union, and

management employees who had posted videos at work sites in the past with no action taken against them.

However, at the local level grievance hearing the Company refused to budge in their absurd position. They refused to put Mike back to work and argued that this alleged violation of their cell phone policy was a dischargeable offense.

“It never made any sense,” said Cooper of the Company’s actions. “What did Mike do that had a negative impact on the Company that should rise to the level of termination? He was a pastor, he was excited to deliver the concrete for his own church, and he posted it on a private Facebook page so his friends and church goers would see it. No one was ever going to look at that and say ‘screw IMI’ because of it. It didn’t harm the Company in any way at all.”

Despite the Company’s clearly flawed argument, the case had to proceed to arbitration. During that time, Local 89 continued to build and refine its case. This included securing recordings of dozens of instances of other IMI workers who had also posted videos on social media – and rarely as wholesome as what Mike Hoy had posted to his page.

Unfortunately, the Company chose to dig in further. Just days prior to the scheduled hearing, the Company raised a complaint with the arbitrator stating the video evidence should not be allowed as it was never supplied to the Company, despite the fact the Company was aware this evidence had been collected but failed to directly request to see it. The arbitrator made the wholly unexpected decision to bar the video evidence from the arbitration. Although the loss of the direct evidence was a potential blow to Local 89’s case, the arbitration moved forward with the same overarching argument – that the Company had not administered discipline fairly and had unjustly terminated Mike Hoy.

When the arbitration ended, Cooper and Hoy felt good about their chances – though it would be a while longer for the arbitrator to make her final judgment. At last, in mid-August, the honorable arbitrator released her decision and it delivered a knock-out win for Mike Hoy and Teamsters Local 89. The decision stated that Hoy’s discharge was to be reduced to a simple verbal warning, that he was to be reinstated immediately, and that he was to be made whole – with full back pay and a return to his proper seniority. Although the final settlement of this arbitration has not been made yet, Hoy was discharged for nine and a half months in total and will be owed every penny he would have earned in wages, healthcare and retirement contributions – a very significant sum, to be sure.

Mike’s story is one of true union power in the face of absurd Corporate cruelty. Thanks to him being a member of Teamsters Local 89, Mike is hauling concrete again today and awaiting a sizable check for the time that was denied him by an uncaring employer. Had Mike worked at a non-union company, he would have had no recourse at all, a fact he understands and one that makes him a proud member of our great Local Union. In fact, the union power displayed in Mike’s story hasn’t been lost on his co-workers. Glasgow has always been an area of Kentucky with low union density and an overall anti-union outlook. This unfortunately had extended to some of Mike’s co-workers, two of whom were non-members under Kentucky’s so-called “Right-to-Work” law. The use of past tense to describe them was intentional, because after witnessing the true power of Teamsters Local 89 in defending and winning Mike’s case, those two co-workers voluntarily signed cards and officially joined our union – making us even stronger than we were before.

Everyone at Teamsters Local 89 would like to express our gratitude to Mike Hoy for his eighteen years of service as one of our great Stewards, our congratulations to him on this amazing and historic victory against corporate disdain for working people, and our excitement that we will be able to continue our fight for workers’ rights with Mike back in his rightful place on the front lines!



STRIKE AT DSI TUNNEL

Teamsters Local 89 members employed at DSI Tunneling went on strike at 3:30 AM the morning of August 4th, 2020, following a unanimous strike vote conducted Monday evening. As of the time of this newsletter printing, the strike has passed 60 days and is still ongoing.

DSI Tunneling voted to join Teamsters Local 89 in November of 2019 by an overwhelming majority. Following the election certification, contract proposal meetings were promptly held, and bargaining dates were requested from the Company.

Local 89 negotiators went to work to bargain a fair contract for these new members. However, DSI management made the appalling decision to hire union busters —the same ones who had tried to prevent the shop from joining Local 89 to begin with— to negotiate this first contract. What followed was months of stalling and delay tactics. Particularly frustrating to the union negotiating committee was the fact that the Company would not release workers to bargain during normal business hours. This resulted in short, two to three hour negotiating sessions with an exhausted rank-and-file committee who had already worked 10-12 hour shifts that day and who had to be up again for work the next morning.

It became abundantly clear the Company hired these union-busters not to negotiate a first contract, but to ensure perpetual negotiations in order to prevent a contract from ever being ratified. DSI management has continually made a mockery of their legal obligation to bargain in good faith. They insult the intelligence of their own workers by subjecting them to this charade of surface bargaining. And because this Company clearly has no intention of taking the negotiating process seriously, it left Local 89 DSI members with little choice but to respond in the only way they could; a strike.

“The saddest part is these guys aren’t even asking for much,” said Vice President and negotiations chair Jeff Cooper. “Everything they’ve asked for is reasonable, but this company and their union-busters treat it all like a joke. It’s insulting, and we aren’t going to tolerate it.”

DSI management - do the right thing. Stop playing games with your workers' livelihoods. Come to the table seriously, and ready to negotiate a fair contract. Teamsters Local 89 and our members are ready to get a contract. But you have to be ready too. Until then you'll find us outside your gates holding picket signs and a bullhorn.





Quickway Carriers Organizing Update

On June 22nd we reported on our successful organizing victory at Quickway Carriers after a long and confrontational campaign. During that campaign, management at Quickway did all they could to frighten, intimidate, and coerce their workers to vote against becoming Teamsters. Through the hard work of our organizing department and the strong solidarity of the Quickway Drivers, the Company failed in their objective.

Unfortunately, it has become apparent that winning the election has done nothing to slow down Quickway's anti-union and anti-worker tactics. Shortly before the election was to be certified by the Regional NLRB, the Company filed an appeal with the goal of overturning the election. After several weeks, the Regional Director denied the Company's appeal and moved to certify. The Company has now filed a second appeal, this time to the NLRB head office in Washington D.C. Although we are confident this appeal will be denied and our election confirmed, this has allowed the Company to delay the process for first contract negotiations. It is an underhanded tactic meant only to demoralize Drivers in the hopes they will simply give up and hand management a victory from the ashes of defeat.

To explain what, exactly, the Company is appealing – it is extremely important to explain the circumstances surrounding the Quickway election.

Due to the fact that this election took place during the still ongoing COVID-19 outbreak, the NLRB in Washington D.C. made the decision to conduct all union organizing elections by full mail-in-ballot as opposed to the traditional method of holding a walk-in election.

Although a mail-in election resulted in a very different style of campaign and a different set of challenges, Local 89's Organizing Department was still confident we would win. Organizers Bryan Trafford and David Thornsberry put in a significant amount of work to contact Quickway workers about the importance of voting, and track those who said they had already voted yes. By doing this we were all but certain on the day of the election that the vote would be in favor of these workers joining the Teamsters.

During the vote, conducted via Zoom by Region 9 of the NLRB in Cincinnati, the names of those whose ballot envelopes the NLRB had received were read out prior to ballots being opened, separated, and counted. As the names were read, our Organizers were marking them off on their chart and tracking whether we believed that worker had voted yes or no. By doing this, they quickly noticed a problem. Many Quickway workers who had sent in their ballots were not named. These workers, many of whom had proudly photographed their ballots as being marked yes before mailing them in, would not have their votes counted as the NLRB had not received them.

Although the election that day ultimately went in favor of these workers joining Local 89, this substantial number of missing ballots presented a problem. Theoretically, if they had all voted no, there were enough of them to have changed the outcome of the election. Although we knew this wasn't the case, in fact many of the missing ballots were from some of the most ardent supporters of joining the Teamsters, the Company seized on this opportunity to file their protest.

Even had the missing ballots later arrived at the NLRB, they would not have been counted as per NLRB rules they were not there by the day of the vote count. The Quickway workers who successfully voted to join our union that day are still in a state of limbo as the Company refuses to recognize them as union and are unlikely to do so until the NLRB makes a final judgment. As stated earlier, we are confident the Company's appeal will ultimately be denied, but there is no timetable on when the NLRB will make a ruling.

As we wait for this ruling, it is important to keep the morale up for our brave future members at the Louisville Quickway terminal. As part of this effort, our Organizing Department has continued to communicate with the workers on a frequent basis. On Monday of this week, Trafford and Thornsberry set up “Caesar the Corporate Fat Cat” across from the Quickway terminal and encouraged workers to come by when they were off the clock. Throughout the day many Quickway workers came by and were treated to food and organizing t-shirts that they now proudly wear to work.

To our future Quickway members – we know this process has been long and frustrating, with the Company fighting hard every step of the way. Know that the leadership and membership of Teamsters Local 89 stands behind you and will stay with you until justice prevails and you successfully negotiate your first contract. Although this road has been hard, in the end you will emerge victorious because Teamsters never surrender.





Photos from recent M



Organ Foods visit



2020 Kentucky Political Endorsements

Kentucky State Representative

| | | | |
|------------------------|-------------------|---------------------|-------------------|
| Al Cunningham | House District 6 | Jim Couch | House District 47 |
| Pam Dosset | House District 8 | Maria Sorolis | House District 48 |
| Dean Schamore | House District 10 | Jonathan Cacciatore | House District 49 |
| Jim Glenn | House District 13 | Lydia Coffey | House District 54 |
| Crystal Chappell | House District 15 | Derrick Graham | House District 57 |
| Terry Mills | House District 16 | Will Barnett | House District 58 |
| Patti Minter | House District 20 | Buddy Wheatley | House District 65 |
| David Young | House District 22 | Rachel Roberts | House District 67 |
| Brian Chism | House District 27 | Nancy Bardgett | House District 68 |
| Suzanne Kugler | House District 29 | Craig Miller | House District 70 |
| Josie Raymond | House District 31 | Kenneth Blair | House District 73 |
| Tina Bojanowski | House District 32 | Mike Eaves | House District 81 |
| Margaret Plattner | House District 33 | Cherlynn Stevenson | House District 88 |
| Jeff Grammer | House District 36 | Ralph Hoskins | House District 90 |
| Carolyn Dupont | House District 39 | Paula Clemons-Combs | House District 91 |
| Nima Kulkarni | House District 40 | Larry Varney | House District 93 |
| Shirley Flynn Mitchell | House District 45 | Angie Hatton | House District 94 |
| Al Gentry | House District 46 | Kathy Hinkle | House District 96 |

Kentucky State Senator

| | |
|---------------|--------------------|
| Jason Stroude | Senate District 17 |
| Ryan Olexia | Senate District 23 |

Louisville Metro Council

| | |
|--------------------|-------------------|
| Judge James Greene | Metro District 16 |
|--------------------|-------------------|

Kentucky Supreme Court

| | |
|--------------|--------------------|
| Chris Harris | 7th District Judge |
|--------------|--------------------|

Jefferson Circuit Judge

| | |
|------------------|-------------------|
| Ellie Kerstetter | Family Division 3 |
|------------------|-------------------|

Bowling Green City Commissioner

Dana Beasley Brown

United States House of Representatives

| | |
|-------------------|-----------------------------|
| Hank Linderman | US Congressional District 2 |
| John Yarmuth | US Congressional District 3 |
| Alexandra Owensby | US Congressional District 4 |
| Josh Hicks | US Congressional District 6 |

United States Senate

Amy McGrath

2020 Indiana Political Endorsements

Indiana State House

Terry Goodin

House District 66

Indiana Attorney General

Jonathan Weinzapfel

**Kentucky
Teamsters
Should Vote**

YES 2

**ON CONSTITUTIONAL
AMENDMENT**

VOTE FOR JUDGES WHO
HAVE MORE EXPERIENCE
FOR BETTER COURTS

At a time when District judges face more and more responsibility and handle important issues like domestic violence, mental illness, and addiction, Constitutional Amendment 2 will benefit Kentuckians by "raising the bar" for candidates to the District Court bench.



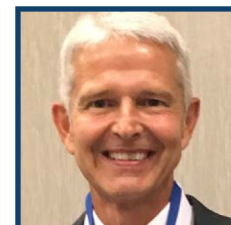
"Raising the bar to require a minimum of eight years legal experience before one can be a District judge increases the likelihood that candidates will be fair, well-reasoned, and empathetic to those who come before them. Raising the bar is a win-win scenario for all Kentuckians."

—HONORABLE JENNIFER H. LEIBSON
DISTRICT JUDGE, JEFFERSON COUNTY



"A District Court judge should have no less legal—or life—experience than any other judge in the Commonwealth."

—HONORABLE LOUIS KEITH MYERS
CHIEF DISTRICT JUDGE
BALLARD & CARLISLE COUNTIES



"Additional courthouse experience as a lawyer would have given me so much more compassion, humility and sense of fairness. It can only improve the administration of justice to require 8 years of legal experience to become a judge."

—HONORABLE HENRY F. WEBER
RETIRED DISTRICT JUDGE,
JEFFERSON COUNTY

**ON NOVEMBER 3RD, VOTE YES TO RAISE THE BAR ON KENTUCKY'S JUDICIARY.
Vote YES on Constitutional Amendment 2.**

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.



Recent Retirees

Congratulations to our newly retired Brothers and Sisters!

| | | | |
|----------------|---------------------|----------------------|----------------------|
| William Thomas | ABF | Kenneth Leavell | RCS |
| Randy Boley | Aramark | Gayle Lehman | RCS |
| Tim Mariano | Cassens | Arlene Quinones Neel | RCS |
| Larry Samples | International Paper | Scott Neel | RCS |
| Cary Dobson | K&T Switching | Ron Carpenter | UPS BG |
| John Bolton | Local 89 | Daryl Nutgrass | USF Holland |
| Roy Reynolds | Local 89 | Danny Stivers | USF Holland |
| Dorwin Lawson | Morgan Foods | Clarence Wood | USF Holland |
| Dana Brooks | Standard Group | Delbert Swartz | Wheeling Corrugating |
| Verna Sausman | Standard Group | David Bower | YRC |
| Mike McCarthy | Transervice | Bruce Sands | YRC |
| Gil Bowman | RCS | William Stith | YRC |
| Michael Cowden | RCS | Tom Warner | YRC |
| Marion Jetter | RCS | Joe Book | Zenith Logistics |

General Meeting Schedule

The following is the schedule for the next four General Meeting dates.

All General Meetings are held at 7:30 PM at the Teamsters Local 89 Union Hall in Louisville, Kentucky.

Winter 2020 - Friday, December 11th

Spring 2021 - Friday, March 12th

Summer 2021 - Friday, June 11th

Fall 2021 - Friday, September 10th

Pandemic Note: Due to the ongoing COVID-19 outbreak and the subsequent social distancing and crowd size restrictions in Kentucky, all General Meeting dates are subject to change or cancellation. Please check Local 89's social media and website for any changes in status for upcoming General Meetings.

In Memoriam

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

| | | | |
|-------------------|------------------|-----------------------|----------------------|
| William Hancock | Leeway Motors | Carl Nunn | K&T Co. |
| Dewey Smith Jr. | Ashland Chemical | Bill Sloan | USF Holland |
| Troy E. Riordan | Paramount Foods | Chris Passafiume | UPS |
| Coleman Edrington | Yellow Freight | Franklin Brockway | Zenith |
| Harper Romei | UPS | Herbert Steiden | Dawson Baker Packing |
| Joseph B. Denham | UPS | Gerald Meyer | North American Bulk |
| Michael D. Hardin | APH | Garret Hillebrand | ABF Trucking |
| Paul Campbell | Allied Systems | Charles Burkhart | Kroger |
| Robert Wright | American Freight | Charles "Greg" French | RCS |
| Joe M. Sullivan | Georgia Pacific | Jimmy Combs | Morgan Foods |

Recent Births

| | | | |
|------------------|----------|----------------|----------|
| Dustin Workman | Daughter | Dereck Schultz | Daughter |
| Stephanie Styers | Son | Jeff Kincaid | Son |

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.**

TEAMSTERS LOCAL UNION NO. 89
Affiliated with the International Brotherhood of Teamsters
3813 Taylor Blvd., Louisville, KY

NOTICE OF 2020 NOMINATIONS AND ELECTION OF LOCAL UNION OFFICERS

Nominations for the offices of President, Vice-President, Secretary-Treasurer, Recording Secretary and three (3) Trustees will take place at a meeting to be held on:

Wednesday, November 4, 2020 at 7:00 P.M.
at Local 89's Meeting Hall (3813 Taylor Blvd., Louisville, KY 40215).

The terms of office will commence on January 1, 2021, and will run until December 31, 2023.

To be eligible to run for office in the Local Union, a member must be in compliance with Article II, Section 4(a)(1) of the International Constitution. A member must be in continuous good standing and actively employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the International Constitution concerning the payment of dues for a period of twenty-four (24) consecutive months together with no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment at the craft within the jurisdiction of the Local Union if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

Nominations and seconds can be made from the floor at the November 4th meeting or in writing. All written nominations or seconds must be received by the Independent Election Supervisor no later than 5:00PM on Wednesday, November 4, 2020. Nominations must be made by a member in good standing other than the nominee, and seconded by a member in good standing other than the nominee, and must be accepted by the nominee at the time made either orally or in writing. Written nominations, seconds, or acceptances should be sealed, addressed, and sent by certified mail to: *Independent Election Supervisor c/o Local 89 Secretary-Treasurer, 3813 Taylor Blvd., Louisville, KY 40215*. Candidates may accept nomination for only one (1) office and members may nominate one (1) candidate, but only one (1), for each office open. For members to be eligible to nominate or second a nomination, a member must have his or her dues paid through the month of October 2020. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their prospective nominators and seconders. Copies of the Articles of the International Constitution and the Local 89 Bylaws, which include the rules governing the conduct of this election, are available upon request to Local 89's office.

ELECTION

The election of officers will be held by secret ballot in accordance with procedures established by the Local Union Executive Board, which include the following:

| | | |
|-----------------------|---|---|
| Date and Time: | Day 1: | Friday, December 4, 2020 8:00AM – 8:00PM |
| | Day 2: | Saturday, December 5, 2020 8:00AM – 8:00PM |
| Place: | Teamsters Local 89 Union Hall 3813 Taylor Boulevard Louisville, Kentucky 40215 | |

VALID PHOTO ID WILL BE REQUIRED AT THE POLLS.

The ballots will be counted at the Local 89 Union Hall, 3813 Taylor Boulevard, Louisville, Kentucky on December 5, 2020, after the polls have closed.

“Automatic Absentee Ballots” will be mailed on or about November 12, 2020, to members in good standing who are employed outside of a fifteen (15) mile radius of the Local 89 Union Hall. Any qualifying member in good standing who does not receive his or her Automatic Absentee Ballot within a reasonable period of time from the November 12, 2020, mailing date must request a “Duplicate Absentee Ballot” by 4:00PM on November 20, 2020. Duplicate Absentee Ballots will be mailed on or about November 23, 2020.

“Requested Absentee Ballots” may be obtained by calling the Secretary-Treasurer of the Local Union; by walk-in; or by mailing a request to the Secretary-Treasurer at the Local Union’s headquarters in Louisville. No specific reason for the Requested Absentee Ballot is required. The request need only include the name, address, and last four numbers of the social security number of the member requesting the ballot. The last four of the social security number information is necessary in order for the Local Union to confirm the requesting member is accurately identified.

If a request for a Duplicate Absentee Ballot or Requested Absentee Ballot is made via telephone or walk-in, the requesting party must be the member to which the request is being made. No one shall be allowed to make a request for a Duplicate Absentee Ballot or Requested Absentee Ballot on behalf of another member. If the request is made in writing, only one Duplicate Absentee Ballot or Requested Absentee Ballot will be accepted per envelope. Multiple requests in one envelope will be deemed invalid by the Election Supervisor. Any request for a Requested Absentee Ballot must be received by 4:00PM on November 20, 2020. Requested Absentee Ballots will be mailed, along with Duplicate Absentee Ballots, on or about November 23, 2020.

The Independent Election Supervisor retains the right to challenge any absentee ballot request prior to distributing the absentee ballot. To be counted, all absentee ballots (Automatic, Duplicate, and Requested) must be returned to the designated post office box no later than 12:00PM (noon), Saturday, December 5, 2020. All Absentee ballots (Automatic, Duplicate, and Requested) will be cast using the double envelope system, and each absentee ballot voter will receive instructions for voting with the paper ballot, a ballot envelope, and a return-addressed, stamped envelope and ledger, barcode, or social security number on the back of envelope.

Instructions for completing absentee ballots will be enclosed in the ballot packages. This is a secret ballot vote. Do not give your ballot to anyone. You should mark your absentee ballot in private and mail your absentee ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the postage paid, business reply envelope provided. Member identification information to be entered on the outer envelope will be used only to determine voter eligibility and will not affect the secrecy of the ballot.

To be eligible to vote, a member must be in good standing and have his or her full initiation fee and dues paid through November 2020. Members will have until 4:30 P.M. on December 3, 2020 to pay their fees and dues at the Local Union’s office in order to have their ballots counted. A member on dues check-off shall not lose good standing as a result of failure by the employer to make a proper deduction for any month in which the member had earnings from work performed during the month from which the dues could have been deducted or has earnings from which the employer normally makes a dues deduction pursuant to the contract or established practice.

Any pre-election protest must be filed with Local 89's Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post-election protest must be filed with the Secretary-Treasurer of Joint Council No. 94 in accordance with Article XXII, Section 5(b) of the International Constitution.

Faternally,

THE EXECUTIVE BOARD OF TEAMSTERS LOCAL UNION NO. 89



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

Next General Membership Meeting:
December 11, 2020
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!**



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www.teamsters89.com



502-368-5885