

The official publication of the International Brotherhood of Teamsters Local 89



TEAMSTERS LOCAL 89

*Helping People
Build Better Lives*



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A Message From President Fred Zuckerman

As we approach the holidays, we all continue to grapple with the realities of the COVID-19 pandemic and the way it has changed the world around us. Many of us had smaller family gatherings for Thanksgiving, some of us had no gatherings at all to ensure we did not impose a health risk on those we love. It is likely the same will be said of Hannukah and Christmas, times we traditionally bond with our family that has been unfortunately taken from us this year.

At our workplaces we see plexiglass, thermal temperature readers, masks and safety glasses. We smell disinfectant everywhere we go as cleaning crews do their work. We do our own part by washing our hands or using hand sanitizer when we can't access soap and water.

We have had close brushes with the virus, and some of us tragically have lost loved ones or even lost our own battle against this unseen danger. But through it all, we have endured. We have continued to perform the work that keeps this great nation of ours going. We have held our employers accountable so that they will do their best to provide us as safe a work environment as can be had in these troubling times.

We have banded together, brothers and sisters, to protect one another's health. We have fought new battles against employers who try to take advantage of this crisis to plead poverty during negotiations.

We are all tired and exhausted by this new world around us, but we must continue to do all of these things for a while longer, until treatments and vaccines can be developed that help us begin to return to normal. Until then, keep up the fight my sisters and brothers. And for those of you celebrating the holidays in the coming weeks, please do so safely so that we can all celebrate together this time next year.

Contract Unanimously Ratified at APH



On November 18th, Teamsters Local 89 members at American Printing House unanimously ratified a new three year agreement containing numerous improvements over previous contracts.

Despite this contract being negotiated during the COVID-19 pandemic, the Local 89 bargaining committee was able to secure a new contract that contained no concessions, and included an economic package that exceeded all prior agreements at APH.

Some of the economic highlights of the contract include a reduction in healthcare costs, an early retirement option for members in the APH pension plan with measures taken to ensure the plan benefits remain fully funded, a new utility job classification with a higher pay rate, and vacation language that was increased and enhanced.

Another economic enhancement was the addition of "Juneteenth" as a holiday. For those unfamiliar, Juneteenth is a celebration of the end of slavery in America. This marks the first Local 89 collective bargaining agreement to successfully include Juneteenth as a holiday.

In addition, there were a number of significant language improvements including; reduced the amount of time a member can be temporarily assigned to a different job, stricter time limits on the Company for issuing discipline, shortened the amount of time the Company can conduct investigations for serious infractions, limited the time a member can be suspended via progressive discipline, stronger discharge language, added a 24 hour notice for scheduled overtime, added the ability to bump probationary employees in traditionally "non bumpable" classifications, and added the ability to use up to three vacation days to cover call ins.

These negotiations were chaired for the union by Business Agent Jay Dennis, and co-chaired by Business Agent Mac Moore. Rank-and-file members on the committee were Chief Steward Kathy Peak and stewards Russell Craft, Joseph Meek, and Deshann Mitchell.

"I'm very proud of our committee and all the members who came out to vote," said Business Agent Mac Moore. "This contract's a big step forward for them, and we can do even more down the road."

President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 wish to thank the members of the union negotiating committee for their hard work and dedication to their fellow members, and congratulate all the members at American Printing House on their new contract!

Contract Ratified at Caesars Southern Indiana

On November 12th, union members at Caesars Southern Indiana ratified a new five year agreement after a long and difficult period of negotiations marked by the COVID-19 crisis as well as an impending sale of the property to a new owner.

Unique among Local 89's shops, Caesars Southern Indiana was originally organized alongside two other unions, Unite Here and the International Union of Operating Engineers. Since being organized, Caesars has been represented jointly by the three unions, referred to as the Council, with each one representing specific workgroups. The largest number of departments and members fall under Unite Here, resulting in Unite Here chairing negotiations with Teamsters Local 89 and Operating Engineers acting as co-chairs. This presents a set of challenges that are unique to Caesars, as negotiations often requires navigating the differences between the three unions as much as it requires bargaining with the employer itself.

"Although we still feel there is a lot of room for improvement in how our Council operates together, this contract marked the best attempt yet at all of us being on the same page," said Teamsters Local 89 Business Agent Stephen Piercey. "The result was a contract that, while certainly not perfect, is the strongest our members have seen to date."

The contract contains numerous language improvements, including new hire orientation language, improved union visitation language, improved warning notice language, improved steward representation language, improved holdover language, improved transfer/promotion language, and much more.

The most significant improvement, by far, was moving to the Unite Here health plan (a union health plan similar in structure to TeamCare). This new union plan, a major improvement over the company plan workers are currently on, will provide members at Caesars more affordable healthcare and a greater degree of stability with locked in coverage and rates.

In addition, one significant achievement that was particularly important to the Teamster Slot Attendant members was a reduction in "blackout dates". These are days the Company considered high volume, usually around holidays. Days on the blackout list cannot be taken for vacation, and any attendance points on those days are doubled. Although significant progress was made on this subject, at the conclusion of bargaining a dispute arose where the Company claimed they had agreed to fewer blackout date removals than the Teamsters committee had agreed to. Teamsters Local 89 subsequently filed Bargaining in Bad Faith charges against Caesars and refused to move forward with ratification. Shortly thereafter Caesars contacted Local 89 and agreed to remove more dates from the blackout list in order to resolve the issue and move forward. As a result, ten days were removed from the blackout list - an almost 25% reduction.

"We still have a lot of work to do in the future, but I couldn't be more proud of the Teamsters on our committee," said Piercey. "They fought until the very end, and very often thought more about their co-workers than they did themselves. They showed true Teamster leadership. I'd also personally like to thank Local 89's Organizer Bryan Trafford, who came from Caesars, for his help on this contract fight. We couldn't have done it without him."

President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 wish to thank Stewards Taylor Colin, Ivan Rodriguez, Deborah Carter-Morgan, Cindy Lee, and rank-and-file member Tiffany Kelly for fighting for a better contract on the negotiating committee, and congratulations to all members at Caesars Southern Indiana for their new contract. We look forward to the next fight!

A Union Man



On November 6th, 2020, Teamsters Local 89 President Fred Zuckerman led an Area Standards Picket at the USF Holland Freight Terminal in Clarksville, Indiana. Although the picket occurred at Holland's terminal, Holland was not a direct or indirect target of the Area Standards Campaign. The picket was only against Cargo Freight Company for not maintaining the area standards for wages, benefits, and working conditions which have been established in Local 89's jurisdiction for decades.

During the picket, Holland management demanded the Cargo driver cross this legal picket line to retrieve his trailer, which they had unloaded after Holland Teamsters chose to exercise their contractual right to honor the picket line.

The Cargo driver, a man named Mile Radicanin, approached President Zuckerman and acknowledged that he himself was a retired union man. As it turned out, Brother Radicanin had worked for 29 years as a printer for a company in Chicago and was a member of the GCIU, a union which merged into the Teamsters in January 2005. After learning the situation, Brother Radicanin made it clear he would stand with Local 89 and our members.

Company management went as far as calling the police department down to offer Brother Radicanin an escort as a way to "encourage" him to cross Local 89's peaceful and legal Area Standards Picket. Brother Radicanin instead chose to stand his ground and told them he would not cross a Teamsters picket line. Because he refused to cross, management finally were forced to find another way to bring Brother Mile's trailer outside the picket line before he would agree to haul it away.

Teamsters Local 89 would like to thank brother Mile Radicanin for standing in solidarity for his rights and ours. Although he is retired from his printing job with the GCIU, he is still a Teamsters union man at heart.



QUICKWAY CARRIERS

On October 26th, Teamsters Local 89 received notice from the National Labor Relations Board that Quickway Carriers request for a review of their election, a last-ditch effort to stop their workers from becoming Teamsters, has been denied. Quickway has now exhausted all possible NLRB avenues to overturn the June election in which their drivers voted to be represented by Local 89.

With Teamsters Local 89 officially recognized representatives of the Quickway drivers working out of the Kroger Distribution Center in Louisville, Kentucky, we then sent a formal request to bargain to the Company. The Company responded shortly thereafter and arranged initial bargaining dates, the first of which occurred on Thursday, November 19th.

President Zuckerman, Business Agent Trey McCutcheon, and the rest of the negotiating committee will continue working towards a first contract for our new members. But for now, congratulations to the drivers at Quickway Carriers on this long and hard-fought victory, and let us once again welcome you all to the Teamsters Local 89 family!

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.

Spring 2021 - Friday, March 12th

Summer 2021 - Friday, June 11th

Fall 2021 - Friday, September 10th

Winter 2021 - Friday, December 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.

Recent Retirees

Congratulations to our newly retired Brothers and Sisters!

Howard Cunningham	ABF Freight	Tim Hines	USF Holland
William Jones	Allied Ready Mix	Ronald LeCompte	IMI
Roger Sutherland	RCS Transportation	Max Carter	YRC Freight
William Bryant	ABF Freight	Ronald Cambron	ABF Freight
Denise Lewis	Hertz	William Miller	USF Holland
Garry Waddle	USF Holland	Patty Allgeier	UPS
Donald Jacobs	RCS	Charles Matthews	RCS Transportation

Recent Births

Josh Richardson Daughter

In Memoriam

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

Dorothy Barnett	Consolidated Freight	Bennie Cook	IMI
John Spear	Jeffboat	Dennis Sampson	Morgan Foods
Justin Vincent	Martin Marietta	John Stanton Jr.	S&T Industries
Victor Bright	UPS	David Platt	UPS
Toya Stone-Burns	UPS	Ronald Lee	Fischer Packaging
Shawn Bratcher	UPS	Charles Roller	Canteen Vending
Howard Winsett	ABF Freight		

Nomination Notice

Nominations meetings may be affected by government response to the Covid-19 pandemic, including change in location, limitation on the number of attendees and use of video conferencing.

- Members wishing to attend their union's nomination meeting should contact their Local Union for updated information regarding any changes to the procedures for conducting the nominations meetings.
- Members wishing to nominate, second or accept nomination ARE STRONGLY URGED to submit nominations, seconds or nomination acceptances in writing as provided in the Local Union Election Plan.

Local Union 89

Nomination of candidates for 19 [#] delegate(s) and 19 [#] alternate delegate(s) to the June 2021 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: January 6, 2021

Time: 7:30pm

Location: Local 89 Headquarters (3813 Taylor Blvd, Louisville, KY 40215)

The expenses of sending all delegates to the IBT Convention will be paid by the Local Union.

The expenses of sending 19 [#] alternate delegates will be paid by the Local Union.

Eligibility to Nominate

To be eligible to nominate or second, a member must have paid dues through December 2020.
(The month to be inserted is the month prior to the month of the nominations meeting.)

Dues and arrearages must be paid by 5:00pm on 1 / 6 / 2021 at 3813 Taylor Blvd, Louisville, KY 40215.
(Refer to the Approved Local Union Plan for deadline for payment of dues arrearages.)

Eligibility to Run

To be eligible to run for delegate or alternate delegate, a member must:

1. Be a member in continuous good standing of the Local Union, with one's dues paid to the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments;
2. Be 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; and
3. Be otherwise eligible to serve if elected.

It is strongly recommended that each prospective nominee request advance verification of his/her eligibility to run for delegate or alternate delegate. The request should be made in writing to the Election Supervisor as soon as possible, but in no event less than five (5) working days prior to the nomination meeting. The Election Supervisor will not be able to verify eligibility of any

prospective nominee who requests verification less than five (5) working days prior to the nomination meeting.

Method of Nomination

Delegate candidates will be nominated and seconded separately from alternate delegate candidates.

All nominations for delegate and alternate delegate shall be at large.

Any member may:

1. Be nominated and seconded orally from the floor by members in good standing other than the nominee; or,
2. Be nominated and seconded in writing by members in good standing, other than the nominee. The use of Election Supervisor Form 44 (available under “Official Forms” at www.ibtvote.org) is encouraged but not required. **Written nominations and seconds must**
 - be submitted or emailed to the Local Union Secretary-Treasurer so as to be received no later than 5:00 p.m. of the day before the day of the nominations meeting (if the meeting is scheduled to occur after 5:00 p.m., the written nomination or second must be received by the Local Union Secretary-Treasurer no later than 5:00 p.m. of the day of the meeting);
 - State whether it is a nomination or a second;
 - Identify the name of the person being nominated or seconded;
 - Identify if the nomination or second is for delegate or alternate delegate;
 - Be signed by and include the full street address of the nominator or seconder (an email with a scanned or smart-phone-photographed signature is acceptable). Nominators or seconds may include, at their option, the last four digits of their SSN/SIN and;
 - Be treated by the presiding officer as if it had been made from the floor.
3. Nominate or second more than one candidate;
4. Be nominated or seconded by more than one member;
5. Decline to be nominated or seconded by a particular person or persons.

Any member who intends to nominate or second a candidate may also request that the Election Supervisor verify his/her eligibility to do so. All such requests must be in writing and must be received by the Election Supervisor no less than five (5) days prior to the nomination meeting.

Acceptance of Nomination

A nominee may accept either:

1. In person at the meeting, or in writing.
2. If acceptance is made in writing, the acceptance document must include the nominee's name, position for which he or she is accepting nomination, full street address and signature. Acceptors may include, at their option, the last four digits of their SSN/SIN.
3. The acceptance document must be presented to the presiding Local Union officer no later than the time the member is nominated. Any member present at the meeting may produce the written acceptance at the time the member is nominated. If no one is to be present to

produce the written acceptance, emailed, faxed, or mailed acceptances should be sent so as to be received no later than the time the meeting is scheduled to begin.

4. For written acceptances, the use of Election Supervisor Form 44 (available under “Official Forms” at www.ibtvote.org) is encouraged but not required.

No member may accept nomination for both delegate and alternate delegate.

Any candidate for delegate and alternate delegate is permitted to run as a member of a slate, which is defined as any grouping by mutual consent of two or more candidates. To qualify on the election ballot as a slate, a Slate Declaration Form (Election Supervisor Form 10, which is available from the Secretary-Treasurer or the Election Supervisor at the www.ibtvote.org), must be completed and submitted to the Secretary-Treasurer, with a copy to the Election Supervisor, no later than three (3) days after the Local Union’s final nominations meeting.

Any attempt by a person or entity to limit, interfere or retaliate against any IBT member for exercising the right to nominate, second or run as a delegate or alternate delegate, may result in disqualification of a candidate who benefits from the violation, imposition of criminal penalties under federal law and/or other consequences or remedy.

For additional information relating to the nomination or election process for IBT International Delegates or Alternates, please contact your Local Union Secretary-Treasurer, the Election Supervisor, or the Election Supervisor Regional Director.

The Election Supervisor may be contacted at:

Office of the Election Supervisor for the
International Brotherhood of Teamsters
1990 M Street, NW, Suite 650
Washington, DC 20036
844-428-8683 Toll Free
ElectionSupervisor@ibtvote.org
www.ibtvote.org

Contact the OES Regional Director at:

Name: William Broberg
Address: 1990 M St., NW., Suite 650
Washington, D.C. 20036
Phone: 859-533-6350
Email: wbroberg@ibtvote.org

IMPORTANT NOTE:

If the nomination meeting occurs in the period immediately after the holiday season (January 4-15, 2021), eligibility review should be requested *before* December 18, 2020. Requests made during the last weeks of December may be delayed due to employer office closings or holiday schedules. Any member seeking OES review of eligibility to be a candidate for delegate or alternate delegate or to nominate or second candidates for either office is urged to submit a request for review to the Office of the Election Supervisor as soon as possible.



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

Next General Membership Meeting:
March 12, 2021
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215

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information about your Local Union!**



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www.teamsters89.com



502-368-5885

**Do you know someone who wants to organize
their workplace?**

**Contact our Organizing Department at
organize@teamsters89.com**