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Jim Kincaid	Ext. 132
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A Message From President Fred Zuckerman

The 30th International Convention proved to be a historic one in many ways. Due to the COVID-19 pandemic, the convention was held virtually for the first time ever. Fortunately, many Teamsters were still able to gather for large viewing parties. Although these did not capture the energy and power of the true convention, it still presented an opportunity for fellowship and camaraderie.

We were proud to be able to hold one such viewing party for Joint Council 94 at Teamsters Local 89. Though unfortunately not all Locals invited were able to send their delegates, we were able to gather delegates and alternates from Locals 89, 236, 651, 783, and 2727 over the three days of the convention.

More important than the fashion with which this convention was held was the work that was done at it. For the purposes of this newsletter, I would like to highlight four historic amendments made to Article 12 of the Teamsters constitution.

- 1 Delegates overwhelmingly voted to end the controversially "2/3rds" rule which was invoked during the 2018 UPS negotiations.
- 2 Delegates overwhelmingly voted to ban the International from having the power to impose Supplements and Riders against the will of the membership.
 - 3 Delegates overwhelmingly voted to require rank-and-file members to be included on all bargaining committees.
 - 4 Delegates overwhelmingly voted to begin strike pay on day one of a strike.

These four changes have been debated for decades, with staunch advocates on both sides of the argument. At last, those debates will draw to a close with these incredibly important amendments becoming reality.

These historic changes have been celebrated by members nationwide since their passage at the Convention, a testament to how important they were to our rank-and-file. Although once these were issues the average member probably thought little of, the shocking usage of the 2/3rds rule to impose the UPS National Master Agreement in 2018 brought their importance to light.

Thanks to these hard-fought and hard-won historic amendments, never again will the International be capable of imposing a contract that members have rejected. It is an exciting moment, especially for those of us who have been fighting this battle for many years. And ultimately, it is an exciting moment for our entire union, and one that all Teamsters should be very proud to see come to pass.

Rusty Villier Retires



It is with great pride and bittersweet emotions that we announce the retirement of Freight Agent Rusty Villier.

Rusty has been a union member his entire adult life. He first joined Teamsters Local 89 in 1976 when he began working freight docks as a casual. In 1981, he went to work at Bowman Transportation with USW Local 13600 but returned to his Teamsters family in 1990 at Advance Transportation, then NW Transport. He finally settled down at USF Holland in 1999 where he spent the rest of his rank-and-file career and served as the Chief-Steward from 2004 to 2014.

Rusty dedicated his life to the labor movement and has been a loyal and fierce advocate for workers throughout his career. He was an active member and steward who prided himself on attending meetings, events, and picket lines. When a Teamster needed help, they would always find an advocate in Rusty Villier.

His lifelong dedication to the cause ultimately led to him being hired by Teamsters Local 89 in 2014 to replace his good friend and outgoing Freight Agent Kevin Oliva. In the years since, Rusty has handled countless grievances, put on hundreds of panel cases, and chaired dozens of negotiations. His grit and determination have led to significant contract gains in the white paper contracts he represents, and he has campaigned ferociously for positive change in National Master Agreements. He was elected in 2011 and 2016 to attend the International Convention. He has assisted his fellow Agents in organizing drives, in steward seminars, in contract campaigns and negotiations. No matter where help was needed at our union hall, Rusty was there to offer it.

Rusty came from a family with deep union roots, and he leaves us with a legacy that will stay with his co-workers and members for the rest of their lives. There is not a single member, steward, Local 89 staff or agent close to Rusty who do not feel a mixture of pride and sorrow at seeing him retire. Many have come to see Rusty as both a lifelong friend, and as a mentor. Though we are excited to see him finally

attain the dream of a comfortable retirement all workers strive for, we will greatly miss seeing him day to day.

Though we could continue to talk about what an amazing union member and person Rusty Villier is, we will end with simply this. Congratulations, Rusty. From your friends - President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 - we wish you all the best in your retirement.

We leave you now with a message from the man himself – Retired Teamsters Local 89 Freight Agent, Rusty Villier.

"I was raised in a household with my dad being a Teamster in the Freight Division and a member of Local 89. My dad was an active member. As a kid, I attended several meetings and functions with him. I planned to become a Teamster at an early age, signing my card at eighteen years old after graduating High School.

Fast Forward 45 years and I have remained in Freight and active in my union, proudly, for my entire working career. I've always fought to keep our voices heard in the workplace, to protect the rights our union leaders fought for over the years before me. I've been very strong and protective of the work my dad, father-in-law, all of the men and women before me put into building this Local Union to be what it is today.

I'm very proud to have spent my working life as a member of Teamsters Local 89!"

Rodney Britton Joins Local 89 Staff



We are happy to welcome Rodney Britton to the Local 89 staff!

Rodney joined Teamsters Local 89 in 2004 when he started his career at USF Holland. A Local Cartage Driver, Rodney has represented his co-workers as Chief Steward since 2014. He has been involved in every major national master freight contract campaign during his career and has assisted in a number of Local 89's political operations over the years. Rodney has also been twice elected to attend the

International Convention in 2016 and 2021.

As a second-generation Teamster, union pride runs through Rodney's family. His father and mother were Teamsters at Pepsi and American Greetings respectively, and his wife is a union teacher at JCPS.

Rodney will be bringing his years of experience to our Local as a Business Agent for our Freight Division, replacing his good friend and mentor Rusty Villier who recently retired.

President Zuckerman, Secretary-Treasurer Thompson and everyone at Teamsters Local 89 are excited to work with Rodney as the newest member of our staff!

Organizing Victory at Caesars Southern Indiana

On June 10th, 2021 workers in the Caesars Rewards department at Caesars Southern Indiana voted by a decisive 80% to join Teamsters Local 89. This marks the first non-union department at the Casino to organize with Teamsters Local 89 since the Slots, Valet, and Warehouse departments joined in 2004.

After several months of organizing work within the department, Teamsters Local 89 approached Caesars management in April with a majority of cards signed to request recognition. It was Local 89's hope that, given the longtime presence of unions at this property, Caesars would agree to voluntarily recognize these workers as union and avoid a lengthy and possibly contentious election. However, the Company made the unfortunate decision



to decline this offer. Instead, the Company began a soft union-busting campaign in a clear attempt to dissuade Caesars Rewards workers from joining our union family.

Disappointed but undeterred, Local 89 Organizers Bryan Trafford and David Thornsberry refocused on winning a traditional campaign.

"As a longtime Teamster at Caesars Southern Indiana, this campaign was especially close to my heart," said Trafford. "Seeing the differences between my union department and Caesars Rewards, it was clear these workers needed a union to make their voices heard."

The Organizing Department quickly shifted into all-out campaign mode. Union workers in Teamsters, Unite Here, and Operating Engineer departments all across the Casino began wearing buttons showing their support for Caesars Rewards. Next, members of all three unions worked with Teamsters Local 89's Communications Department to film a brief video encouraging Caesars Rewards workers to vote yes and join the Teamsters. In addition, Teamster members and activists began assisting the Organizers in performing house visits and phone calls to talk to workers about voting yes. All of this and more resulted in the decisive victory these workers won today.

"It was disappointing this had to go through a long and unnecessary election, but it's over now and we're looking forward to getting into negotiations," said Caesars Business Agent Stephen Piercey. "The Company has been taking advantage of the folks in Caesars Rewards for far too long. But they're Teamsters now, so it's time for that to change."

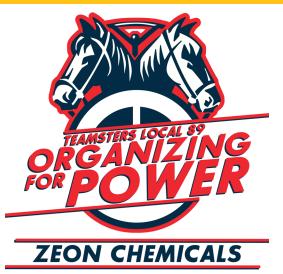
President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89 would like to congratulate the Caesars Rewards workers on their powerful victory and welcome them into our Teamsters family!

Organizing Victory at Zeon Chemicals

On July 23rd, 2021 warehouse and clerical workers at Zeon Chemicals on Riverside Drive voted by 75% to join Teamsters Local 89.

Zeon workers first approached Local 89 Organizers Bryan Trafford and David Thornsberry in late May about organizing their warehouse. The process moved swiftly from there, with multiple meetings with workers ultimately culminating in a petition for a union election being filed.

This marked the first in-person organizing election since the beginning of the COVID-19 pandemic. Traditionally, organizing elections have been held by the NLRB at the employer's location. During the pandemic, all elections were held strictly by mail ballot only even at times when the union and employer had initially agreed to in-person elections.



"These guys did an outstanding job sticking together from the beginning to the end of the process," said organizer Bryan Trafford. "From the first time we spoke to them through today, they never wavered." They wanted to be Teamsters, and they made it happen."

As of the time of this newsletter printing, Local 89 will have begun working to schedule proposal meetings for Zeon workers, and reach out to the Company to request bargaining dates.

For now, though, congratulations are in order! From President Zuckerman, Secretary-Treasurer Thompson, the Officers, Agents, and Staff of Teamsters Local 89, welcome Zeon Chemical warehouse and clerical workers to our union family!

Quickway ULP Strike

On May 24th, 2021 President Fred Zuckerman, Organizer Bryan Trafford, Communications Director Stephen Piercey, and Steward Activists Alex Murphy and Daniel Cartmill began an Unfair Labor Practice (ULP) picket at a Quickway terminal in Indianapolis, Indiana to demand justice and compensation for former Quickway drivers in Louisville, Kentucky.

In 2020, after a hard-fought organizing victory at Quickway, the Company suddenly announced the immediate closure of their Louisville terminal, terminated their drivers, and ceased all operations in the area just prior to the second session of negotiations.

Following this egregious action by the Company, Teamsters Local 89 filed and subsequently won Unfair Labor Practice charges with the National Labor Relations Board. According to a complaint issued by the NLRB, Quickway's actions have cost their former employees at the Louisville operation at least 1.4 million dollars in pay. Never one to do the right thing, Quickway has chose to fight this at a full NLRB trial.

The ULP strike at Quickway is still ongoing as of this newsletter's publication, and has been extended to a number of other Quickway locations with numerous other Local 89 members volunteering to assist. In the time since the first picket line was put up, Local 89 members spoke to numerous Quickway drivers and swiftly discovered their management was telling them the Louisville terminal was shut down because Kroger canceled their contract as a result of them unionizing.

This is categorically false. In fact, Quickway has even gone on record with the National Labor Relations Board saying they were the ones who made the decision to prematurely and voluntarily end their contract with Kroger in Louisville and subsequently shut down their terminal and fire their drivers.

It is clear Quickway management does not want employees at their other terminals to know the truth of their actions. Unfortunately for them, Teamsters Local 89 is firmly dedicated to continuing this ULP strike at any and all Quickway locations until the company pays their former Louisville drivers the at least \$1.4 million dollars they are owed, and their ESOP money. Quickway's shut down of their Louisville terminal and subsequent termination of the drivers there was clearly a deliberate and illegal tactic to avoid bargaining a fair contract with Teamsters Local 89. Our union will continue our Unfair Labor Practice strikes against the Company until they pay up!











RECC Board of Directors Election Victory



A grueling contract campaign recently concluded at Taylor County RECC. Although Local 89 won significant improvements, the changes were very hard fought. One of the reasons for that difficult fight was the RECC Board of Directors.

Taylor County RECC is a utility provider covering the Kentucky counties of Taylor, Adair, Green, and Casey. The Company is ultimately controlled by a seven-member board made up of individuals elected from these counties. Elections are staggered two per year, and the winners serve four-year terms.

During the Taylor County RECC contract campaign, Local 89 officials and members led several public actions intended to impart the seriousness of the situation on the various board members. Instead of recognizing the plight of their workers, the board of directors instead chose to turn their noses up at them.

Local 89 and RECC members continued fighting and eventually won a strong contract, but the callous and uncaring nature of the board was not forgotten. Shortly after the contract was ratified, it was decided that a message needed to be sent. The direct recipient of that message would be Bryan Clements, a particularly anti-union member of the Board of Directors whose election was mere months away. RECC members Mary Cox, Andrea Rosales, Ernie Sharp, Wes Honadel, Lynn Marcum and Nick Russell worked with Local 89 officials to select a candidate, Mark Woodrum, to run against Clements. Local 89 then marshalled the full force of its Political Ground Team to run a signature drive to ensure Woodrum would be on the ballot, which was extremely successful.

"We've had a long history of saying we don't think politicians deserve blank checks from the Teamsters," said President Fred Zuckerman. "If a politician goes against what's best for our members, we're coming after them with everything we have."

Once on the ballot, Local 89 directed its political resources and ground team members including Daniel Cartmill, Ralphael Harvey, Rhyan Atwood, Jeff Rodgers, Jeremy Bowen, and Bill Miller to formulate a strategy. Over a very short period, Local 89 knocked on 3,000 doors and handed out over 200 signs to the voters who would decide who would hold this Taylor County RECC Board of Directors seat.

"This election was about showing the Board of Directors and our members at Taylor County RECC that Local 89 has their back no matter what the fight is," said Trustee and Business Agent James DeWeese. "Employers should think carefully before messing with the Teamsters."

When the vote count was conducted, it became immediately clear what a difference the Teamsters can make in an election. Despite a multi-term incumbency advantage, anti-union Board member Bryan Clements was defeated by Teamsters backed candidate Mark Woodrum by a two to one margin of 1246

to 615.

"Our members at RECC wanted this change. They stepped up, got involved, and we made it happen," said Local 89 Political Director Bill Miller. "This was the first time Local 89 has gotten involved in this sort of election. It won't be the last."

Thank you to all the members who volunteered to spend their valuable time working on this campaign. Thanks to you, a clear message has been sent to the Taylor County RECC Board of Directors, and anti-union politicians in general. It doesn't matter if you're the Governor of Kentucky or an RECC Board of Director. If you choose to harm Local 89's members then you better start looking for a new job, because we'll be putting boots on the ground to get you out of office.







On June 22nd, 2021 the digital 30th International Convention kicked off. Teamsters Local 89 played host to a viewing party for delegates and alternates of Joint Council 94. In addition to those from Local 89, delegates and alternates from Locals 236, 651, 783, and 2727 were in attendance during the three day convention.

On the second day of the convention, delegates across the United States voted overwhelmingly to amend Article 12 of the Teamsters Constitution to eliminate the 2/3rds Rule that was used by the IBT in 2018 to impose the UPS National Master Agreement, eliminate the ability of the IBT to impose supplements and riders as they did at UPS Worldport at Local 89 in 2013, require rank-and-file members to be on bargaining units, and begin member benefits on day one of a strike.

These were possibly the most important and high profile amendments ever to be made to the Teamsters constitution. It was an historic moment in our union, ensuring that contracts can never again be imposed against the vote of Teamster members.











On May 2nd, 2021 Teamsters Local 89 was visited by Kentucky activist Charles Booker and United States Senator Bernie Sanders, Chairman of the Senate Budget Committee.

Senator Sanders and Mr. Booker briefly sat down with President Fred Zuckerman and Secretary-Treasurer Avral Thompson to discuss the American Rescue Plan which saved the Central States Pension Fund, as well as various other topics. For his crucial role in saving Central States, as well as his many other efforts to support Organized Labor, President Zuckerman presented Senator Sanders with a Local 89 jacket, and an Honorary Membership Card.

Afterwards, Senator Sanders met with workers from recent and ongoing Local 89 organizing drives to discuss the Protecting the Right to Organize (PRO) Act. After hearing Organizers Bryan Trafford and David Thornsberry describe the anti-union tactics used during organizing drives for Vistar, Quickway, and Caesars Southern Indiana, the Senator spoke with the workers gathered about the huge difference the PRO Act could make in future organizing drives.

We would like to extend our thanks Mr. Booker and Senator Sanders for visiting Local 89 and having an open conversation with workers about union organizing.







Members who attended the June 11th General Meeting were surprised and excited to be among the first to see the newly remodeled Local 89 basement. The planning for the basement remodel project began early this year, and the actual work started just after the Spring 2021 General Membership Meeting.

"We're happy to be able to provide our members with an updated, modern look to our main meeting area," said Secretary-Treasurer Avral Thompson. "Everyone who came out to the General Meeting loved the remodel. It was long overdue."

The new floor was put in by Local 89 Carhaul member Brian Phillips, who runs a small epoxy flooring business. Brother Phillips made the most favorable bid out of three companies competing for the work. The new paint scheme, designed to match the colors of the floor, was also handled by a unionized paint shop.

The Local 89 Communications Department has also begun hanging framed photos from our Local's history around the basement. Though only one small section is complete at this time, our hope is to eventually have photos lining the meeting space.























Summer 2021 General Meeting Photos





























CONGRATULATIONS TO OUR 2021 TEAMSTERS LOCAL 89 SCHOLARSHIP WINNERS!



Carter Bowden

Son of Jamie G. Waddle, RCS
Graduate of Bullitt Central High School
Attending Western Kentucky University



Morgan Burba

Daughter of Glen Ray Burba Jr., RCS Graduate of Central Hardin High School Attending Midway University



Briana Chambers

Daughter of Shawnqueta Chambers, UPS Graduate of Seneca High School Attending University of Louisville



Mattox Colone

Son of Robert Colone, Teamsters Local 89 Graduate of Silver Creek High School Attending Indiana University Southeast



Anna Downey

Daughter of David Downey, UPS Graduate of Mercy Academy Attending University of Louisville



Kyle Feger

Son of Dean Anthony Feger, UPS
Graduate of Trinity High School
Attending Eastern Kentucky University



Haylie Fitzgibbon

Daughter of Charlann Fitzgibbon, UPS Graduate of Ballard High School Attending University of Louisville



Grace Gilpin

Daughter of Daniel Gilpin, Zenith Logistics Graduate of Spencer County High School Attending JCTC



Thomas Gordon Jr.

Son of Thomas M Gordon Sr., UPS Graduate of Bullitt East High School Attending JCTC



Faith Hodges

Daughter of Benjamin H. Hodges Jr., UPS Graduate of Floyd Central High School Attending Western Kentucky University



Sydney Keown

Daughter of Michael Scott Keown, UPS Graduate of Greenwood High School Attending Western Kentucky University



Bailey Korfhage

Daughter of Walter Korfhage, UPS Graduate of Bullitt East High School Attending Bellarmine University



Haley Mills

Stepdaughter of John Timothy Powell Graduate of North Bullitt High School Attending Bellarmine University



Sara Morgan

Daughter of Charles D. Morgan, UPS Graduate of Ballard High School Attending Murray State University



James-Elizabeth Nu'Man
Stepdaughter of Daniel Tejeda, UPS
Graduate of Kentucky Country Day School
Attending Middlebury College



Haley Page
Daughter of Robin Edward Page, UPS
Graduate of Greenwood High School
Attending Western Kentucky University



Makarea Peebles
Daughter of Michael D. Peebles Sr., UPS
Graduate of Peebles Christian Academy
Attending JCTC



Joleen Powell
Daughter of Dustin E. Powell, UPS
Graduate of Charlestown High School
Attending Indiana University Southeast



Austin Raley
Grand Son of James Settles Jr., IMI
Graduate of St. Xavier High School
Attending University of Louisville

Erin Smith



Molly Shannon

Daughter of Eric Preston Shannon, UPS

Graduate of Bullitt East High School

Attending Bellarmine University



Daughter of Sean Thomas Smith, UPS
Graduate of Fern Creek High School
Attending Eastern Kentucky University



Lance Weiter
Son of Henry G. Weiter, UPS
Graduate of DeSales High School
Attending Thomas Moore University



Son of Kenneth Bryan Willis, RCS
Graduate of South Oldham High School
Attending Culinary Institute of America

Photo Not Provided

MollyJane Ader

Daughter of Steven E. Ader, RCS

Graduate of Oldham County High School

Attending Asbury University

Photo Not Provided

Krista Cecil

Daughter of Travis Cecil, Bimbo Bakeries

Graduate of Central Hardin High School

Attending Georgetown College

Photo Not Provided

Evan EllisonSon of Shane Ellison, UPS
Graduate of Greenwood High School
Attending Western Kentucky University

Photo Not Provided

Emily Johnson

Daughter of Jennifer Johnson, UPS

Graduate of Fairdale High School

Attending JCTC

Photo Not Provided

Trinity LeachDaughter of Lisa Dunbar, UPS
Graduate of Atherton High School
Attending University of Louisville

Photo Not Provided

Elly Legg
Daughter of William Legg Sr., Brown Forman
Graduate of Floyd Central High School
Attending University of Louisville

Photo Not Provided

Sydney Mings
Daughter of James Kevin Mings, UPS
Graduate of Taylor County High School
Attending Lindsey Wilson College

Photo Not Provided

Daughter of Brian Michael Pelton, UPS Graduate of Male High School Attending Lindenwood University

Lauren Pelton

Photo Not Provided

Son of Ronald Duane Weilage, UPS Graduate of Male High School Attending JCTC

Tyler Weilage



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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.

Fall 2021 - Friday, September 10th

Winter 2021 - Friday, December 10th

Spring 2022 - Friday, March 11th

Summer 2022 - Friday, June 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!

Jody Bently	Active Transportation	John Fisher	Transervice
Tommy Melton	Bimbo Bakery	Phillip Harrison	Transervice
Jeff Messer	Cassens	Lawrence Hixon	Transervice
Peter Whitehead	Cassens	Jerald Powell	Transervice
Randy Gray	Hanson Ready Mix	Delbert Swart Jr.	Wheeling Corrugating
Charles Bolding	Legacy	William Copley	Zenith Logistics
Robert Barker	Morgan Foods	Michael Duvall	Zenith Logistics
Shannon Ritchie	Morgan Foods	Martin Klemens	Zenith Logistics
Paul Bridges	RCS Transportation	Tim Tungate	Zenith Logistics
Kenneth Thomas	RCS Transportation	Michael Willhite	Zenith Logistics

Recent Births

Alec Chamberlain **Brian Peck** Son Son

In Memoriam

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

Michael Hardy	UPS	Brian Bishop	Morgan Foods
Hoyt A. Hall	A&H Truck Line	Reggie Propes	Fischer Packing
Lee Nelson	UPS	Kenneth Harper	UPS
Fred Barnett	USF Holland	Kerry England	Transervice
Jerry Robert Schmuckie	Zenith Logistics	Darrell P'Pool	PPG
Bruce Havens	Modern Concrete	Roger Coomer	International Paper
Daniel Huff	Boland Maloney	Roy E. Baird	Allied
Patrick Wildt	UPS	Timothy Martin	UPS
Paul Snider	Yellow Transportation	James Kneisler	A&P
Don Allen	UPS	Albert Rich	American Bread



Next General Membership Meeting: September 10, 2021 7:30 PM Teamsters Local 89 Union Hall 3813 Taylor Boulevard Louisville, Kentucky 40215 International Brotherhood of Teamsters Local Union No. 89 3813 Taylor Boulevard Louisville, Kentucky 40215

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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