

The official publication of the International Brotherhood of Teamsters Local 89



# TEAMSTERS LOCAL 89

Helping people  
build better lives.

## **VICTORY AT FIRE KING**



SUMMER 2022

**TEAMSTERS**

**UNION HALL**

**L.U. 89**

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*Secretary-Treasurer*  
Ext. 121

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*Vice President*  
Ext. 134

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*Recording Secretary*  
Ext. 127

**James DeWeese**  
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Ext. 130

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*Trustee*  
Ext. 124

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Vinny Rivera Ext. 131

Ed Sageser Ext. 140







## A MESSAGE FROM PRESIDENT THOMPSON

The last few months have been some of the busiest in Local 89's history. Just since March, I've chaired the Carhaul National Negotiations along with several others from our Local and we've had a major strike begin and end in victory. We've had another shop go right up to the edge of a strike before the company finally caved, and we've had the largest organizing win we've had in decades. We've kicked off our 2022 UPS Contract Campaign, and we've hit the gates at every single UPS hub in our Local. We've hosted our first ever Amazon Organizer Training, and we've hosted our first ever Rank-and-File Education Conference. We've ratified several contracts, and are in negotiations for many more still. The list just goes on and on.

I couldn't be prouder of my staff for everything they've accomplished in such a short time. For some folks that list of tasks would be a year or two's worth of efforts. For Local 89's representatives, it was just another quarter in an already jam-packed year. I just want to thank everyone who works at Local 89, and all our members who were involved in everything I mentioned and more. Without you we wouldn't be able to do what we do, and it's an honor to represent all of you.

Things are just heating up, friends. With the changes at the International and at our Local, this is just the beginning. We're going to keep firing on all cylinders and restore Teamster pride and power everywhere we go.



# "ALONE WE CAN DO SO LITTLE, TOGETHER WE CAN DO SO MUCH." - HELEN KELLER

On the anniversary of Helen Keller's birthday, our members at American Printing House for the Blind (APH) celebrated by handing out braille accessible union buttons.

Though Helen Keller is well known for her remarkable achievements in overcoming her disabilities and being an advocate for the blind, she was also a fierce advocate for labor and the working class in general.

APH is the world's largest braille printing house, and has long been represented by Teamsters Local 89. We celebrate with our members on this important day. As they are fond of saying, braille yeah we're union!





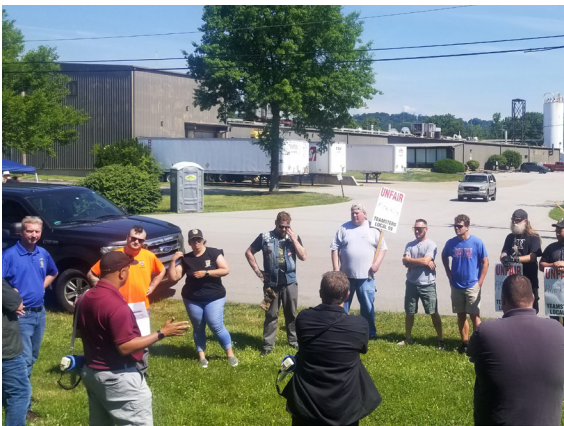
# STRIKE TRAINING

On June 1st, Stewards and activists from American Printing House, Caesars Southern Indiana, Transervice Logistics, and UPS attended a live strike training exercise at the Fire King picket line.

In addition to several lessons on best practices for a picket line, attendees listened to testimonies from Fire King Strike Captains, took part in a live demonstration of how to walk a picket line, and learned a few examples of union chants.

After the training, attendees took part in a banner protest against Surge Staffing, the Temporary Staffing agency sending scab labor to Fire King.

Special thanks to leaders from IUOE Local 399 and Unite Here Local 23 for attending and visiting the picket line!







More than 100 drivers at Sysco Louisville have voted overwhelmingly, by a nearly 3-1 margin, to join Teamsters Local 89 in Louisville, KY. Workers are seeking increased pay, better benefits, improved safety, and fair work rules.

“Local 89 put a lot of work into helping the drivers win this election, and we’re happy as can be to represent these folks,” said Avral Thompson, President of Local 89. “Now it’s time to get to work and help them win the best contract possible.”

Once the election is certified, Thompson said Local 89 will kick off proposal meetings and begin the bargaining process.

“This was a very long, drawn-out process, but we were determined to win union representation. It was eye-opening to see the company spend millions of dollars trying to keep the union out. Their response made it even more apparent that they [management] knew we were worth more,” said Cory Browning, a driver who has worked at Sysco for over seven years. “We talked to other Sysco workers around the country through social media and started hearing how drivers were doing better at other locations around the country – and the only difference was that they were union. It became all the clearer that we needed to organize with the Teamsters.”

Browning noted that the company launched a vicious anti-union campaign during the organizing drive by bringing in outside union busters who attempted to intimidate drivers from voting to join Teamsters Local 89. Workers stood together throughout the unionization effort despite months of delays at the National Labor Relations Board (NLRB) due to understaffing.

“Sysco held nothing back trying to stop these guys from unionizing,” said David Thornsberry, Local 89 Organizer. “It was one of the most aggressive displays we’ve seen. Thankfully, the drivers weren’t interested in hearing their lies.”

“Organizing Sysco is a priority for the Teamsters. This win is a testament to the dedication of these drivers and shows what we can accomplish when everyone is working together with one goal in mind,”



said Fred Zuckerman, General Secretary-Treasurer. “The International will continue to stand with Sysco drivers in negotiations to ensure they have all the resources at their disposal.”

Sysco is North America’s largest broadline foodservice company, providing food and supplies to restaurants, schools, hospitals, and government accounts.

The International Brotherhood of Teamsters represents more than 10,000 Sysco workers nationwide.

“Drivers in Louisville knew that the only way to stand up to this company was to fight back and win a union voice,” said Tom Erickson, Director of the Teamsters Warehouse Division. “Louisville is just the beginning. We are starting to see an explosion of union organizing all across the country. Workers throughout the industry are standing up, standing together, and demanding their fair share. They are hungry for a union voice.”







# FIRE KING T

On July 30th, Teamsters Local 89 members at Fire King in New Albany, Indiana voted unanimously to ratify a new five-year agreement with their employer, bringing their twelve-week strike to a close with a resounding victory.

All striking Teamsters returned to work on Tuesday, August 2nd after a brief plant shut down the day prior to prepare the factory to run full production for the first time in three months.

Fire King Teamsters went on strike on May 9th after a unanimous strike approval and a unanimous rejection of the Company's "Last, Best, and Final Offer". Throughout the course of the strike, Local 89 worked with members to help them find healthcare options and work they could do in addition to their strike pay. These actions, combined with an immense

outpouring of supplies and support from other labor unions and the community at large, strengthened the resolve of these brave members. As a result of their determination and the support they received, not a single Fire King Teamster crossed the picket line during the twelve-week strike.

"It's a testament to our members that they were able to endure all of this and still come out as winners," said Local 89 President Avral Thompson. "These folks stood together, said enough is enough, and showed their employer what real union power looks like."

From the moment the strike began, the Company struggled badly with the loss of their experienced and skilled workforce. Although they released numerous press statements insisting all was well, the plant was running far below 50% production, and was constantly





# TEAMSTERS

dealing with a revolving door of scab temporary employees who quit almost as quickly as they were brought in.

“This has been a long fight, but our members never wavered. They were determined to win the fight no matter what it took,” said Business Agent Jay Dennis. “These folks are an inspiration, and they’re a perfect example of what the Teamsters are all about. We will go to war for what we deserve, and when we’re united, we will never break.”

As this strike comes to a victorious conclusion, it is important for us to remember that Local 89 and our Fire King members were never alone in this righteous fight. Our picket line was joined by allies and activists of all sorts. From day one until the very last day of the strike, supporters were always stopping by to bolster

the spirits of our members. Whether that was a union official, a rank-and-file member, a local politician, or just a passerby who honked their horn in support – the amount of solidarity shown was exceptional.

We would be remiss not to give special recognition to General President Sean O’Brien and General Secretary-Treasurer Fred Zuckerman who visited the line and spoke to members to show them they had the backing of the entire Teamsters union.

We would also like to give a special thanks to Tim Morris, Executive Director of the Greater Louisville Central Labor Council, who visited the picket line at least once a week and consistently brought supplies for our members.

Although there is no possible way we could thank every single person or organization who showed up on



the picket line, we want you all to know each and every one of you was greatly appreciated. Your support and solidarity helped keep morale high and ensure that both our members and the Company learned that when you take on one of us, you take on all of us.

It is our hope that Fire King management and other Local 89 employers across our jurisdiction take the lessons of this strike to heart going forward. A strike is typically a last resort after all other methods of gaining what we deserve have failed. It is not an action that is taken lightly, but it is one that Teamsters Local 89 and our members are absolutely willing to use when necessary. Our union will use every tool at our disposal to achieve the contracts our members deserve. We will not back down, we will not stop fighting, we will not break.

If you doubt the resolve of the members and staff of Teamsters Local 89, you may test that assumption at your convenience.

## HIGHLIGHTS

- *22% increase in wages over the life of the agreement, with the first 10% being an immediate increase upon ratification.*
- *A radically overhauled, low deductible insurance plan that will provide significant savings to members.*
- *Faster vacation accrual.*
- *An increased perfect attendance bonus.*
- *Enhanced seniority and bidding language.*
- *Juneteenth added as a holiday.*

## SOLIDARITY FOREVER

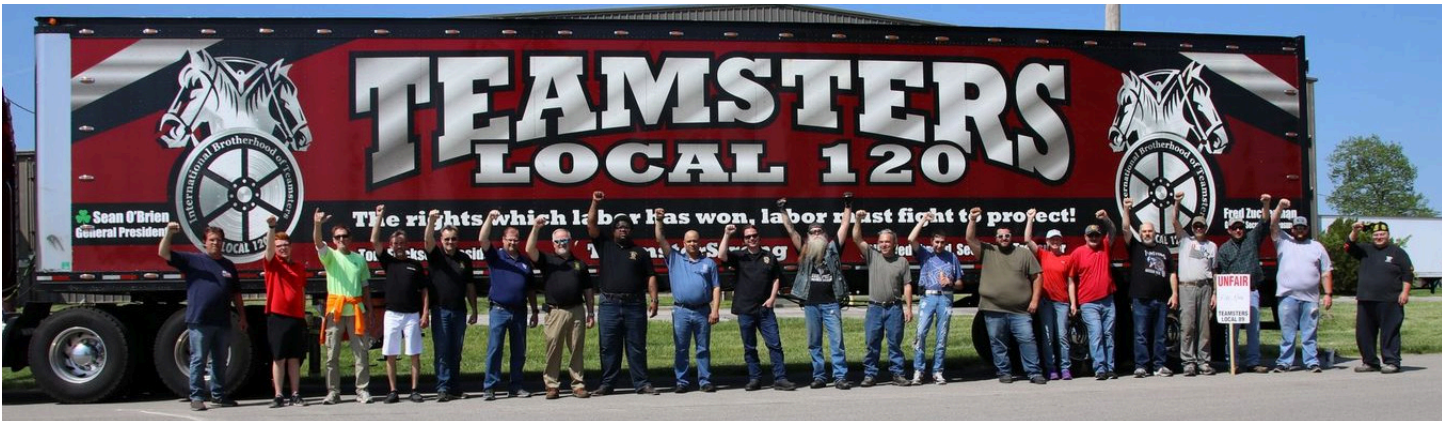
Throughout the Fire King strike many fellow Teamsters, union members, and community activists from all walks of life visited the picket line to show support to our members. These visits greatly contributed to the picketer's never faltering high morale. It would be impossible to name every visitor, but there some we would like to extend a special thanks to:

- Teamsters General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman who visited the picket line early on in the strike.
- Members of Teamsters Local 25 and Local 856 who protested outside of Champlain Capital offices in Boston and San Francisco
- Members of Teamsters Local 120 who drove their semi-truck down to visit the line, thanks to President Tom Erickson!
- Business Agent Jeff Withered of IUOE 399, and Shirley Shinkle of Unite Here Local 23 - both allies of our Local at Caesars Southern Indiana.
- Greater Louisville Central Labor Council Executive Director Tim Morris, who visited the line at least once per week and often brought supplies!

There were plenty of other visitors and allies who brought supplies as well, but the list is too long to name every one of them. Whether you were mentioned directly or not, please know that it meant the world to our members and the solidarity will never be forgotten by Teamsters Local 89.















## THE FIRE KING THREE

Just one day after the Fire King strike was officially drawn to a victorious conclusion, the Company made the shocking and ill-advised move to terminate three of Local 89's members for "conduct on the picket line". The Company could only provide vague details as to what conduct they were referring to, making it clear to Local 89 that this was merely a sad attempt by the Company to take back some power after their resounding defeat in the strike.

Local 89 immediately jumped into action for the "Fire King Three", filing charges and grievances, and finding them work if they needed it in the meantime. After just a few short weeks of the Company continuing to resist and act as if they had an actual case, they again folded. Two of the three employees went back on August 22nd, the third, Strike Captain Dale Beanblossom, decided to take that Monday off and went back on August 23rd instead.

During the unjust terminations, members who had already returned to work from the strike were wearing buttons with phrases like "Bring them Back" and "Make it Right", and constantly challenging management about the injustice. Thanks to their continued solidarity, this final step in the Fire King Strike Saga concluded as yet another victory.

Fire King management made a last second, desperate ploy to win back some of the power workers had taken from them in the strike, and all they did was give Local 89 members another win and further strengthen their solidarity. So, thanks for that, Fire King!





# TEAMSTERS LOCAL 89

## STATEMENT ON 2023 UPS CONTRACT

For many years now, the Officers, Agents and Membership of Teamsters Local 89 have been at war with UPS. In 2013 and 2018 our members were forced to accept concessions against their will when their contracts were imposed on them. The word angry does not even begin to describe their emotions.

But much has changed since the 2018 UPS contract was imposed. New leadership at the International Brotherhood of Teamsters has brought a wave of reform throughout our union. Thanks to the new leadership of General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman, the Teamsters have been re-invigorated. We are once again at the forefront of militant unionism in America and our union is quickly becoming feared by employers across the country.

Teamsters Local 89 proudly stands with GP O'Brien and GST Zuckerman as they prepare to lead us in the coming fight against UPS. The days of concessionary contracts are gone, and in its place is a Teamsters union united and stronger than ever before. We are ready, willing, and prepared to fight.

As we draw ever closer to the expiration on July 31 of 2023, we have a very simple message for UPS.

It's time to pay up. Tick tock.









*"Our union is resolved to win the best contract for UPS members and to reset the standards for wages and benefits in this industry by August 1, 2023.*

***WE WON'T EXTEND NEGOTIATIONS BY A SINGLE DAY.***

*We'll either have a signed agreement that day or be hitting the pavement."*

**-SEAN M. O'BRIEN**

*Teamsters General President*





A photograph of Fred Zuckerman, General Secretary-Treasurer of UPS Teamsters, standing outdoors in a white short-sleeved button-down shirt and blue jeans. He is looking down and to his right with his hands clasped in front of him.

*"Our members are ready to show the company that*  
***WE ARE UNITED***  
*at UPS, and the International will use every resource at our disposal to win the best contract in our history."*

**-FRED ZUCKERMAN**  
General Secretary-Treasurer

A handwritten signature of Fred Zuckerman in white ink.The official logo for UPS Teamsters, featuring the words "UPS TEAMSTERS" above a circular emblem containing a horse head and a truck, with "TEAMSTERS" and "PACKAGE DIVISION" written around the emblem.



# LOUISVILLE PACKAGING CONTRACT RATIFIED



After back-to-back rapid fire rejections of sub-par offers from the Company, Teamsters Local 89 members at Louisville Packaging have ratified a new three-year agreement by an 87% margin.

Facing down the imminent threat of a strike, the Company folded and significantly improved their offering at the eleventh hour, ultimately resulting in historic wage increases far superior to those found in prior contracts.

Additional improvements include adding Juneteenth as a holiday, an additional day of paid-time off, the ability to break all paid-time off into two-hour increments, a reduction in healthcare costs, an increase in shift differential, an increase in pay for leads and senior operators, and the option to “sell back” an unused vacation week. There were also several non-economic improvements, including improvements to the company’s attendance system.

Of note was the addition of “Pandemic Language”, which includes a guarantee of eight paid sick days per year if quarantined and premium pay for up to 90 days during a pandemic related “lock down” situation.

Thank you to Kevin Kerns, David Wilburn, Jeff Shed and Timmy Lanham who served on the Local’s negotiating committee along with Business Agent Jay Dennis. Their expertise and dedication to their co-workers led to the richest agreement in their history.

From President Thompson, Secretary-Treasurer Cooper, and everyone at Teamsters Local 89, congratulations to Louisville Packaging members on your new agreement! Your solidarity in the face of intense company greed is an inspiration!



# FIRST AGREEMENT RATIFIED FOR CAESARS CAGE CASHIERS

On Friday, August 19th Cage Cashier members at Caesars Southern Indiana voted by an overwhelming 95% to ratify their first agreement after voting to join the Teamsters in February 2022.

This first agreement attaches Cage Cashiers to the existing Caesars Southern Indiana contract and outlines several negotiated changes unique to the Cage Department, including immediate increases in pay from \$0.50 to \$1.75 for everyone currently employed, and up to \$1.25 for future employees who choose to become certified on three additional tasks in the Cage. Members will also be available for a strong co-pay-based union healthcare plan beginning on September 1st.

There were also numerous non-economic changes including harassment language, a disciplinary policy overhaul, access to seating for rest between guests, and much more.

By joining the ongoing Collective Bargaining Agreement, Cage Cashiers will also be included at the negotiating table for an upcoming Economic Reopener that will determine the wages and other economics for the next two years. The addition of this department nearly doubles the number of Teamsters at Caesars Southern Indiana, further strengthening their solidarity and bargaining power for future negotiations.

“We’re very excited to be welcoming the Cage Cashiers into our Teamsters family here at Caesars Southern Indiana,” said Business Agent Stephen Piercey. “We’ve managed to make a lot of important improvements to their department through this Agreement, and we’re happy to have them joining us for the economic reopener negotiations. The power of the Teamsters is growing day by day at the Casino.”

Teamsters Local 89 would like to thank members Leslie Ingram and Whitney Jones for serving on the negotiating committee, without their deep knowledge of this very nuanced department this agreement would not have been possible. Negotiations for the union were chaired by Stephen Piercey, and co-chaired by Organizer Bryan Trafford, who worked as a Slot Attendant at the Casino for many years.

From President Thompson, Secretary-Treasurer Cooper, and everyone at Local 89, congratulations to the Caesars Cage Cashiers on your new agreement, and welcome to the Teamsters family!





# RAF EDUCATION CONFERENCE

On August 20th, Teamsters Local 89 held our a Rank-and-File Education Conference. Members were able to attend multiple classes to learn about subjects ranging from introductory knowledge to how to prepare for a strike.

We would like to thank all the Local 89 members who attended, it is inspiring to meet those eager to learn how they can better help the cause!

Special thanks to our instructors and speakers who came in for this important event - IBT Education Director Paul Trujillo, UPS Contract Campaign Coordinator Rob Atkinson, Local 705 Representative Richard DeVries, and Local 705 Package Car Driver and Steward Sean Orr.

This event was a blast, and we plan to have more in the future!









# SUMMER 2022 GENERAL MEETING PHOTOS

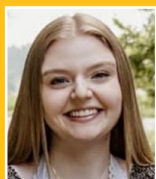








# CONGRATULATIONS TO OUR 2022 TEAMSTERS LOCAL 89 SCHOLARSHIP WINNERS!



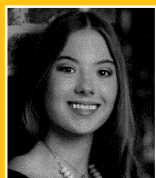
## **Tierra Combs**

Stepdaughter of Mark A. Campbell, ABF  
Graduate of Scottsburg High School  
Attending Indiana University Southeast



## **Emma Cook**

Daughter of Jonathan Cook, UPS  
Graduate of Butler Traditional High School  
Attending Indiana University Southeast



## **Cheyenne Crane**

Daughter of Marvin Stuart Crane, UPS  
Graduate of Mercy Academy  
Attending Thomas More University



## **Richard Donlon**

Son of Glen Donlon, UPS  
Graduate of St. Xavier High School  
Attending University of Kentucky



## **William Gaddis**

Son of John Payton Gaddis, UPS  
Graduate of Greenwood High School  
Attending Western Kentucky University



## **Cody Hagan**

Son of James Bradley Hagan, UPS  
Graduate of Trinity High School  
Attending University of Kentucky



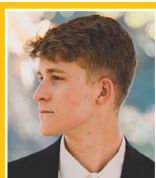
## **Kailey Miller**

Daughter of Paul Frederick Miller, UPS  
Graduate of Lanesville High School  
Attending Purdue University



## **Jaden Peyton**

Daughter of Travis Peyton, Zenith  
Graduate of Assumption High School  
Attending Centre College



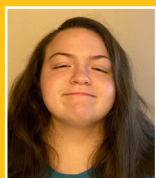
## **Joshua Powell**

Son of Dustin E. Powell, UPS  
Graduate of Charlestown High School  
Attending Illinois Central College



## **Rich Raeann**

Daughter of Lisa Spradling, UPS  
Graduate of North Bullitt High School  
Attending Bellarmine University



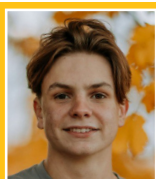
## **Elizabeth Rush**

Daughter of Robert E. Hensley, Transervice  
Graduate of North Bullitt High School  
Attending University of Louisville



## **Ta'Shina Steele**

Daughter of William Steele, UPS  
Graduate of Doss High School  
Attending University of Louisville



## **Aydyn Wetzstein**

Son of Curtis R. Wetzstein, Zenith  
Graduate of Kentucky Country Day School  
Attending Arizona State University



## **James Amrhein**

Son of Patricia Willis-Amrhein, Yellow Freight  
Graduate of DeSales  
Attending Elizabethtown Comm & Tech





Photo  
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### **Mason Battle**

Son of Cherie Battle, UPS  
Graduate of Fairdale High School  
Attending Kentucky State University

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### **Jessica Bosse**

Daughter of Karl Bosse, UPS  
Graduate of South Warren High School  
Attending Savannah College of Art & Design

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### **Faith Cipriani**

Daughter of Jessica Marie Cipriani, UPS  
Graduate of Fern Creek High School  
Attending University of Louisville

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### **Elaina Garrett**

Daughter of Chad Allen Garrett, UPS  
Graduate of Bowling Green High School  
Attending University of Kentucky

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### **Abigail Lobb**

Daughter of Gregory Lobb, UPS  
Graduate of Fairdale High School  
Attending Lindsey Wilson College

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### **Alyssa Lush**

Daughter of Trena Linde-Lush, UPS  
Graduate of Butler Traditional High School  
Attending University of Louisville

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### **Brianna Miller-Brishaber**

Daughter of Anthony Bishaber, UPS  
Graduate of Salem High School  
Attending Indiana University Southeast

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### **Caroline Parsley**

Daughter of Brian D. Parsley, UPS  
Graduate of Edmonson Co. High School  
Attending Kentucky Wesleyan College

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### **Michaiah Peebles**

Daughter of Michael Peebles, UPS  
Graduate of Peebles Christian Academy  
Attending University of Louisville

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### **Emrie Sabens**

Daughter of Marc Anthony Sabens, RCS  
Graduate of Eastern High School  
Attending University of Louisville

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### **Jack Sabo**

Son of John William Sabo, UPS  
Graduate of Campbellsville High School  
Attending University of Texas at Austin

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### **Natalie Stayton**

Granddaughter of Paula Gaddis, Local 89  
Graduate of Landmark Christian Academy  
Attending University of Louisville

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### **Jada Yann**

Daughter of Jerry Yann, UPS  
Graduate of Mercy Academy  
Attending Lindsey Wilson College

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### **Madison Young**

Daughter of Todd Young, UPS  
Graduate of North Bullitt High School  
Attending Bellarmine University



## 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 2022** - Friday, September 9th

**Winter 2022** - Friday, December 9th

**Spring 2023** - Friday, March 10th

**Summer 2023** - Friday, June 9th

**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 Births

Dustin Gray

Son

Terry Smallwood

Daughter

Kelsea Pence

Son

Shannon Hilbert

Son

## In Memoriam

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

Robert Gray

Active Transportation

Paul Swartz

Allied Ready Mix

Charles Newman

Allied Systems

Gregory Bott

Bimbo Bakeries

Weldon Simpson

Carrier Newsome

Thomas Harris

Dixie Warehouse

Debbie Mason

Fire King

Michael Morgan

IMI

John H. Browning

Middle West Freight

Joseph Murphy

Smith's Transfer

Carmel Kidd

Teamsters Local 89

Herman Veltman

Teamsters Local 89

Greg Skaggs

Transervice Logistics

Paul Orrender

Transport Releasing

Robert Brown

USF Holland

Charles McCubbins

USF Holland

Martha Peyton

USF Holland

Martin Roper

USF Holland

Robert Bishop

UPS

Scott Brandenburg

UPS

Joseph Dobbs

UPS

Shawn McCarthy

UPS

Paul S. Mills

UPS

Shawn Price

UPS

Sharon Sams

UPS

John Lockard

UPS / IBT

William Lydian

YRC

Scott McDowell

Zenith Logistics

Chadrick Parrott

Zenith Logistics

## Recent Retirees

Congratulations to our recently retired Brothers and Sisters!

Kenneth "Lamar" Carter

ABF

James Jones

ABF

Anthony Meador

ABF

Craig Satterly

ABF

Kenneth Brown

Active Transportation

David Kessinger

E&B Paving

Annette Krueger

International Paper

Calvin Robinson

International Paper

James Simpson

Jack Cooper

Jessee Carney, Sr

RCS

Sonny Drury

RCS

Bradley Matthews

RCS

Kathy Schofield

RCS

Michael Sullivan

RCS

Oscar Wells

RCS

Kenneth Webb

Southern Standard

Robert Hedgespeth

Transervice

Steve Jordan

Transervice

Timothy Bailey

UPS

Julia Boyd

UPS

David Meyer

USF Holland

James Newby

USF Holland

Robert Aebersold

Zenith Logistics

Michael Gallagher

Zenith Logistics





**Date:** Saturday, October 1, 2022  
**Place:** Rough River Lake - Northfolk Ramp  
**Time:** 7:30 A.M. Eastern Time or Safe Light

\*Please note that any Teamster who would like to fish in this tournament and does not have a boat or partner, please call Jim Burton at (812) 866-4303.

Entry Fee: \$50.00 per team, plus (optional) \$10.00 Big Bass Fee | Deadline: Friday, September 23, 2022 | No Late Entries

**CASH ONLY AFTER September 23, 2022**

**Rules & Regulations:**

1. Pay back will be one position based on every 8 boats. 100% less expenses.
2. One person of each team must be a union member or working member of this tournament.
3. **Safety:** Each contestant shall wear a coastguard approved life preserver when gas motor is running.
4. **Sportsmanship:** All contestants must show courtesy of fellow contestants. No fishing within 50 yards of another contestant's boat or 100 yards of the launching pad.
5. **Scoring:** Only large mouth, small mouth and Kentucky bass will be weighed. Limit shall be 10 fish per team. All bass must be 15 inches or more in length (including small mouth). No dead fish will be weighed. Each fisherman will be allowed 1 slot fish over 12 inches and under 15 inches.
6. Lake will be off limits after 5:00 P.M. on Friday, September 30, 2022.
7. Take off positions will be in order of entries received. There will be no refunds once entries are received.
8. All live-wells must be aerated and operable.
9. Live-wells will be checked on the ramp starting at 7:00 A.M. on Saturday, October 1, 2022.
10. Pre-tournament meeting will be held on the water at 7 A.M.
11. **Weigh-in:** There will be no grace period. Any team violating these rules, laws or Kentucky boating and fishing rules will be disqualified. Weigh-in will be at 3:45 P.M.
12. **Tie:** In case of a tie, the two positions will be divided equally.
13. **Big Bass:** (Optional) \$10.00 per team. 100% payback may be paid with entry fee.
14. **Protest:** Interpretation of these rules shall be left exclusively to the tournament director and shall be final in all matters. Protest must be filed within 15 minutes after weigh-in of any contestant.
15. No live bait. Artificial bait only. No trolling.
16. **Liability release:** In signing this agreement, I hereby release Teamsters Local 89, its officers, agents, employees and members from any and all damage, claims demands, costs or expenses related to injury of any persons or damage to any property which I may sustain or which I may cause by reason of participating in or in connection with this tournament.
17. If the department of natural resources (NNR) issues any member of your team a citation, this is automatic disqualification from the big bass and the team bass tournament.
18. All boats putting in at this tournament will have to pay a \$3.00 launch fee at the ramp unless you have a Kentucky state launch annual pass. This fee is payable at the ramp.

Mail entry form & \$50.00 entry fee  
 plus (optional) \$10.00 Big Bass fee to:  
 Teamsters Local Union #89 Attn: James Burton  
 3813 Taylor Blvd, Louisville, KY 40215

Make checks payable to: James Burton Teamsters Tournament Director  
 Entry must be received by Friday, September 23, 2022

Union Member's Name & Local #:	
Phone #: (       )	Last 4 of SSN:
Member's Company:	
Partner's Name:	





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

**Next General Membership Meeting:**  
**September 9, 2022**  
**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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502-368-5885

**Do you know someone who wants a union in their workplace?**  
**Contact our Organizing Department at**  
**[organize@teamsters89.com](mailto:organize@teamsters89.com)**