



The Official Publication of the International Brotherhood of Teamsters Local 89

# Teamsters

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JULY 2013



# 89% Voted NO!



Text UNION to 77948

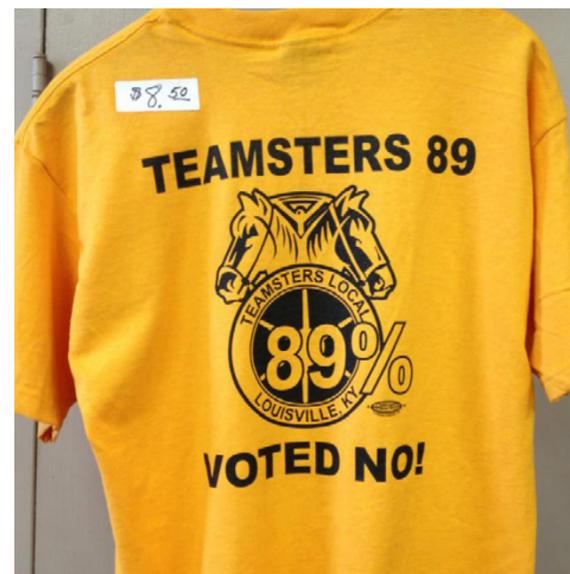
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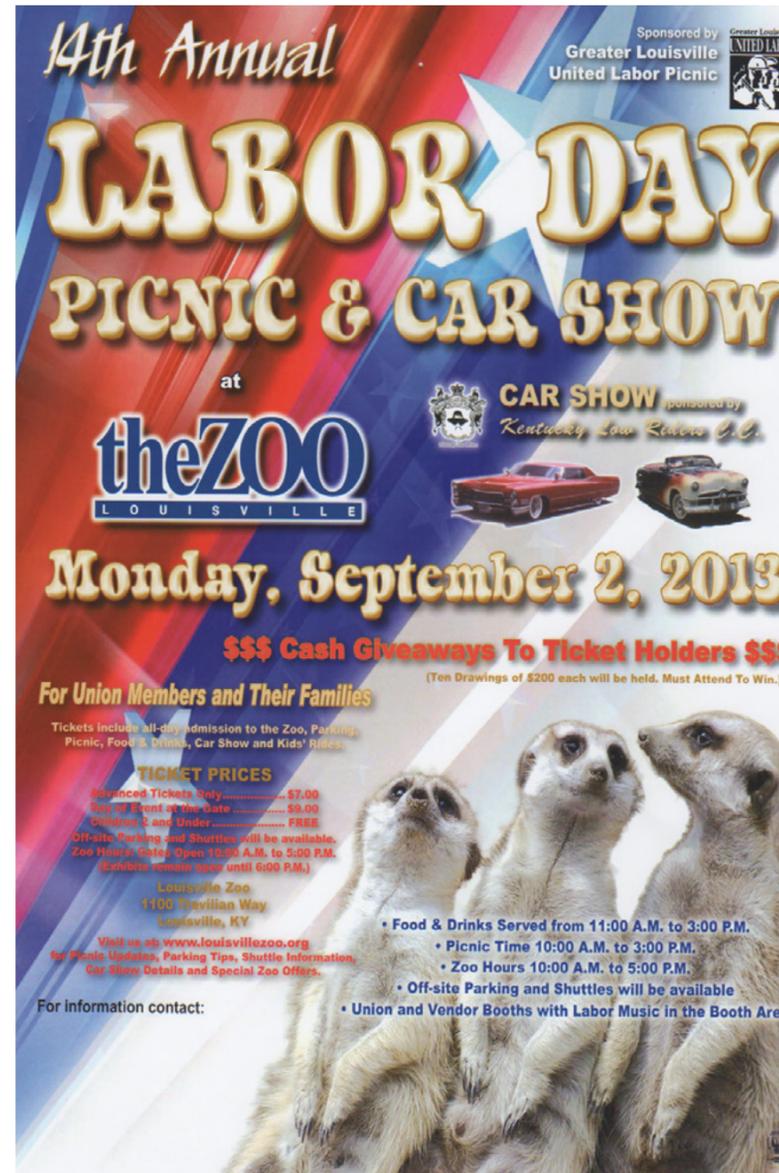
- Fred Zuckerman  
*President*
- Colvin "John" Bolton  
*Secretary-Treasurer*
- Avral Thompson  
*Vice-President*
- Ben Bramble  
*Recording Secretary*
- Kenny Lauersdorf  
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- Paul McIntosh  
*Trustee*
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- Organizing**  
Kevin Evans
- Political**  
Aubrey Cheatham  
Jay Dennis  
James DeWeese
- Communications**  
Jay Dennis

## Divisions

- UPS**  
John Bolton  
Craig Burns  
James DeWeese  
Brian Hamm  
Paul McIntosh  
Vinny Rivera
- Construction**  
Jeff Cooper  
Jim Kincaid
- Freight**  
Kevin Oliva
- Carhaul**  
Avral Thompson
- Food, Bakery, Warehouse & Miscellaneous**  
Ben Bramble  
Aubrey Cheatham  
Rick Curtis  
Ken Lauersdorf  
Roy Reynolds
- Bowling Green & Surrounding Areas**  
Chris Alford



Stop by the Union Hall and pick up your own "89% Voted No" Shirt today!



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# Report to the Membership

## By President Fred Zuckerman



## UPS Votes Down Contract by 89%!

Congratulations to all of our brothers and sisters of Local 89 for standing up against UPS and this terrible contract offer. We will continue to fight whoever stands in our way to achieve a contract we deserve. Our vote has rejected the Central Region Supplement and has protected every member in the Central Region from a terrible contract. You should be very proud of that. Air District members have sent a strong message to the Company and the IBT that we will not accept a concessionary supplement forced on us. We have shown everyone the POWER of the VOTE. Going forward, we will continue to fight until we achieve a contract we deserve.

The IBT says the National Agreement has been "ratified". That is not accurate. Although the National Agreement passed by 53% of the vote, it is NOT ratified until all of the supplements are ratified. We will continue to fight to maintain our benefits on health care.

For all the members in the Central Region who feel the same as we do...Local 89 saved your bacon once, join us and continue to vote NO until we succeed.

To all of our Local 89 Members...Our last NO vote was outstanding. Talk to all of your Brothers and Sisters who didn't vote and explain to them the Power of the Vote and encourage them to vote.

One last point...Rumors say Local 89 endorsed this agreement and the IBT sent a flyer stating that. Let me be perfectly clear: Local 89 DID NOT endorse this agreement. Unless you hear me say that, don't take anything for granted. We had posted our Vote No recommendation on our website many weeks in advance of the IBT sending that flyer. They very well knew our position. Let's continue the fight!

## Executive Board Recommends Rejection of ABF Agreement

Though the ABF National proposal narrowly passed, the E-Board, Freight Agent Kevin Oliva and myself were in full opposition to the agreement. After careful review, we found the contract to be highly concessionary and could not ethically recommend it to ABF members. Among the many negative changes, I find it tragic that the new contract is essentially the end of the National Master Freight Agreement. The NMFA made the Teamsters Union what it is today. Be assured, we will continue to fight for what is right for ABF members despite any problems arising as a result of weak and dangerous contract language.

## Newly Ratified Contracts at Louisville Packaging, MAHS and Android Industries

Congratulations to members at Louisville Packaging, MAHS and Android Industries. Thank you for standing together to support your negotiating committees in bargaining for good contracts. Further, I would like to recognize those who participated in these ratification votes. As we move forward, we look forward to working with you to maintain and enforce these agreements.

## Please Sign-Up for Text Messaging, Social Media and Register at Teamsters89.com

Our social media, text messaging program and website were instrumental in getting the UPS contracts voted down. Moving forward, we need as many members as possible to sign-up on each platform. We can then communicate in a more effective and efficient manner. While none of these media will replace workplace conversations with fellow members, they do serve to move important messages to you very quickly.

You can "friend" and "follow" us at [www.facebook.com/teamsters89](http://www.facebook.com/teamsters89) or [www.twitter.com/teamsters89](http://www.twitter.com/teamsters89) to get regular updates via social media. If you would like to receive emails and get important news and documents from Local 89, please register at [Teamsters89.com](http://Teamsters89.com). And finally, to receive text message updates text UNION to 77948.



President Zuckerman and Secretary-Treasurer John Bolton Speak with stewards Tom Gordon and Daniel Hilton outside the UPS Air District

# OUR MEMBERS



Brother Britton did a great service to his community by providing exclusive seating for special needs children.

## Holland Teamster Helps Special Needs Children Enjoy Pegasus Parade

Holland Freight Teamster Rodney Britton brought big smiles to a crowd of children during this year's Pegasus Parade. When more than 700 special needs children in the community required exclusive seating for the parade, the Louisville Chapter of the American Red Cross asked Local 89 to transport the chairs to and from the seating location in front of the Metro United Way building on Broadway. Your union has gladly taken on this responsibility for the past 29 years and will continue to do so as long as this public service is needed.

Brother Britton volunteered his time and labor to help members of his community. Not only is he an asset to his fellow members, his union and employer, but also the families and kids who now have a safe place to enjoy this Louisville tradition. Thank you brother! You are what being Teamster is all about!

## Teamsters National Black Caucus Hosts Spring Cornhole Tournament

The Local 89 Chapter of the Teamsters National Black Caucus held its Spring Cornhole Tournament on Saturday April 13th. The tournament was a great success for the Caucus with a good turnout from Teamster members, family and friends. Participants enjoyed cornhole and lunch on the grill while strengthening solidarity for the mission of the TNBC.

The Caucus utilizes the tournament to bring awareness, increase participation, and to raise funds for community outreach programs such as holiday gift drives. The chapter works to promote education and organizing as well as encouraging participation and leadership in the Teamsters Union.

The TNBC has a series of functions throughout the year including other corn hole tournaments. We will update the membership via social media and the website when these events happen.

We encourage everyone to support the TNBC in their work to build a better, stronger and more diverse Teamsters Union. If you would like to learn more or become a member, contact Local 89 at 502-368-5885.



Members enjoyed a day of fun and solidarity at the Louisville TNBC Cornhole Tournament.

# OUR MEMBERS



Zenith Teamster Bill Miller

## 2013 Paul Priddy Memorial Golf Scramble a Great Success

Teamster members, friends and family turned out for the annual Paul Priddy Memorial Golf Scramble at Iroquois Golf Course. While there was some initial concern the event would be rained out, Mother Nature cooperated allowing the scramble to go on as planned.

After the conclusion of the event, participants met at the clubhouse for a delicious barbecue lunch. Organizer Kevin Oliva then gave out prizes and gifts to all the scramble participants. Thank you to all who made this day of fun and brotherhood possible.

### 1st Place:

Billy Cook  
Jason Byers  
Bill Cook Jr.  
Mike Long

### 2nd Place

Kevin Lauersdorf  
Scott Clifton  
Brian Thompson  
Bill Thompson

### 3rd Place

Adam Harris  
Craig Burns  
Todd Kochert  
Tom Buhman

### 4th Place

Rob Deppen  
Chris Scaggs  
Russell Hendricks  
James Ball

## Zenith Teamster Bill Miller Represents Kentucky Labor Institute at the "Labor Fightback Conference"

Zenith Teamster Bill Miller represented the Louisville Area Labor Movement at the Labor Fightback Conference in Newark, New Jersey May 10-12. Brother Miller was sent as a delegate for the Kentucky Labor Institute, a pro-union, pro-worker "think tank" consisting of professors, labor leaders and activists.

During the weekend conference, Bill spoke with other labor activists from around the country and attended seminars and classes on a number of issues facing working families. Attendees discussed and learned new strategies to reverse much of the damage that has been dealt to workers' movements over the past few years. The knowledge gleaned at the conference will no doubt prove beneficial to the members in the future as Bill has served in multiple capacities in Local 89 membership outreach campaigns.

We would like to recognize Brother Miller for all his tireless work for his union. Having such a strong and active member of Local 89 representing area workers is a source of great pride to the staff and membership of Local 89.

## UPS Bluegrass Members Raise Money for Member in Need—Spend a Saturday In Selfless Service

Members at UPS Bluegrass raised money and spent a Saturday helping a fellow member in need. Teamster Bonnie Castro's husband has a medical condition which requires him to use a wheelchair for mobility. Due to this, he needs a ramp to get in and out of their home. The drivers at Bluegrass chipped in to help their sister and her husband, raising over \$600 for building materials for a ramp. Stewards David Thornsberry and Zach Pheifer along with Todd Shureck and Keith Atwood volunteered over 12 hours on their Saturday to build the ramp along with a wheelchair accessible porch.

Thank you to all the charitable brothers and sisters at Bluegrass Center! Great job!



Bluegrass Teamsters (L-R) Keith Atwood, Zach Pheifer, and David Thornsberry



Scramble organizer Kevin Oliva gives out awards post scramble.

# VICTORIES

## NLRB ISSUES COMPLAINT AGAINST WHEELING CORRUGATING SUCCESSOR

Region Nine of the National Labor Relations Board has issued a "Complaint and Notice of Hearing" regarding World Class Corrugating, the company which purchased Wheeling Corrugating last year. Prior to the purchase, Wheeling was one of Local 89's oldest contracts.

The NLRB allegations are based on World Class being a "successor employer" to Wheeling. After the purchase of the company, the NLRB alleges World Class "discriminatorily failed to hire employees of the predecessor" despite the operation of the company remaining essentially unchanged. As the complaint further states, Addeco, a temporary service used by the company, created a plan to exclude former Wheeling employees or union members from being hired. In other words, World Class simply moved to end the union presence in the company with the help of Addeco.

The General Counsel of the NLRB is now seeking an Order requiring World Class to reinstate the former Wheeling workers with back pay. A hearing regarding the complaint will be held before an administrative law judge of the NLRB on August 28th. We will keep the membership posted on the outcome.

Agent Roy Reynolds and the staff of Local 89 would like to thank and recognize Wheeling Teamsters who have stood together throughout this process and those who testified on behalf of their fellow members. Thank you for your solidarity in this fight.

## FORMAL COMPLAINT ISSUED AGAINST VOITH

In April, the National Labor Relations Board (NLRB) issued a formal complaint against Voith Industrial Services alleging the company committed unfair labor practices when it retaliated against two employees for engaging in "concerted" activity. These employees had testified in the ongoing case against Voith and the UAW and had assisted Local 89 throughout the year long struggle against the two adverse parties. The complaint alleges both workers were illegally discharged as reprisal for this activity.

As stated in the Complaint, Voith "has been interfering with, restraining, and coercing employees in the exercise of their rights guaranteed in Section 7 of the [National Labor Relations Act] in violation of Section 8(a)(1) of the Act". The suggested remedy contained in the



Louisville Packaging members vote on the proposed 2013 agreement.

Complaint would require Voith to reinstate the two employees with full back-pay.

Local 89 recently gave a "position statement" to the Regional Director of NLRB Region Nine requesting the two employees be reinstated through a 10(j) injunction under the National Labor Relations Act. A 10(j) injunction would require Voith to immediately return the two affected employees to their respective jobs. It is the Union's position that the evidence lends itself to the immediate reinstatement of the two affected employees as this situation moves toward resolution by the Board. Let's all keep these Teamsters in our thoughts and prayers and hope for the quick return of these wronged members.

## MAHS TEAMSTERS RATIFY LUCRATIVE CONTRACT

On April 29th, Teamsters at MAHS in Bowling Green voted to accept a new three-year agreement which contains good raises as well as an additional personal day and extra week of vacation. Members will also retain insurance benefits through the end of the month in the case of temporary shut downs at the Corvette Plant. Thank you for your participation. Congratulations to you all!

## LOUISVILLE PACKAGING RATIFIES CONTRACT

By an overwhelming majority, Louisville Packaging Teamsters voted May 14th to accept a new three-year agreement. The new contract

includes significant wages increases, additional personal days, and cost savings on insurance.

We would like to thank Negotiating Committee members James Taylor and John Cowles for all their hard work and dedication throughout the negotiations process. Negotiations Chair Aubrey Cheatham would also like to thank all of the 43 members who participated in this important meeting. Thank you all for your solidarity and commitment.

## TEAMSTERS AT ANDROID IN BOWLING GREEN RATIFY NEW THREE YEAR AGREEMENT

Members at Android Industries in Bowling Green ratified a new three-year agreement on July 22nd. This new contract includes increases in wages, vacation and personal time. In addition, workers who were under a "second tier" pay rate will now receive an initial \$5.00 per hour increase. This affects over half of the workforce.

Agent Chris Alford and the staff of Local 89 and would like to thank all Android members who participated in the vote. We would also like to send a very special "thank you" to the members of the Android Negotiating Committee for their hard work and dedication:

Anthony McGrew  
Kenny Teed  
Jeff Bratton

# EXECUTIVE BOARD REPORTS



**John Bolton**  
Secretary-Treasurer  
jbolton@teamster89.com

I would like to recognize and congratulate the winners of 2013 Teamsters Local 89 scholarships. These five girls and five boys were very successful in high school and have made their Teamster parents extremely proud. Each applicant received a \$1000 scholarship to their colleges. It always makes me proud to see young folks working hard toward bettering themselves and their communities. Good luck in your academic careers and beyond!

## Kayla Atkins

Jeffboat Teamster Donald Atkins Jr. is the proud father of this scholarship winner. Kayla will be attending IUS in the fall where she will be studying dental hygiene. She is a graduate of Crawford County High School where she obtained a high level of academic success and honors.

## Justin Gallagher

Justin is the son of Zenith Teamster Stephen Gallagher. In addition to the Local 89 scholarship, he has received a scholarship from Spalding University where he will be a member of cross country and track teams. He will be majoring in occupational therapy.

## Kelsey Greenwell

Kelsey is the daughter of American Greetings member Laura Greenwell. She will be studying accounting at Elizabethtown Community and Technical College in fall. Her plans are to pursue a bachelor's degree after completing ECTC. Kelsey graduated from Nelson County High School with honors from the National Honors Society.

## Kentwaine Hawkins

UPS member Chris Rawlins is the proud parent of Kentwaine Hawkins. Kentwaine plans on attending Jefferson Community College in fall and is looking forward with his academic career at Kentucky State University or the United States Navy.

## Hannah Miles

Hanna is the daughter of American Greetings member Kathy Miles. She plans to attend Elizabethtown Community and Technical College where she will major in accounting. She is a graduate of Nelson County High School where

she was a member of the National Honors Society and the Drama Department.

## Jordan Omeroso

Jeffboat Teamster James Omeroso is the father of future Vincennes University student Jordan Omeroso. He will be studying law enforcement beginning in fall. While a student at Eastern High School, Jordan played baseball, football and golf.

## Dalton Segó

Dalton is the son of Air District Member Rhonda Faye Fisher. He will be studying engineering at the University of Louisville Speed School of Engineering. He was a highly successful student at Bullitt East High School where he earned all A's throughout his high school career and was enrolled in advanced placement classes. Along with being a highly involved member of the National Honors Society, he was a long time member of his school's tennis team. He plans on pursuing a master's degree after he completes his undergraduate work in his chosen field of engineering.

## Molly White

Daughter of UPS Worldport member Michael Westmoreland, Molly had a distinguished academic career at Atherton High School, where she earned both full Baccalaureate and Commonwealth diplomas. Molly was the

recipient of Bausch and Lomb Science Award, an award in Spanish, and earned honors in math and history. She was also a member of the Atherton National Ocean and Science Bowl Team, which came in first in regional championships. She will be attending Eastern Mennonite University in Virginia where she will be double majoring in Peace Building and Development as well as Spanish.

## Austin Wise

Austin is the son of Taylor County RECC member Erin Wise. He was captain of the Taylor County High School Football Team and was also a member of both the Beta and Pep Clubs. Austin graduated with a number of academic honors. He plans majoring in aviation at Eastern Kentucky University in fall.

## Kristina Yates

Kristina is the daughter of UPS Teamster Randall Yates. She is a graduate of Eastern High School and plans on attending Jefferson Community College in fall where she will be studying small business management in the school's Ultra Program. Afterwards, she plans on studying cosmetology which she says is her passion. In her spare time, Kristina enjoys activities such as hair and makeup, scrapbooking and crafts on Pinterest.



Secretary-Treasurer Bolton with scholarship winner Justin Gallagher. He will be attending Spalding in Fall.

# EXECUTIVE BOARD REPORTS



**Avral Thompson**  
Vice President  
athompson@teamster89.com

## Voith

We recently concluded two days of trials on Labor Board charges we had filed against Voith. As you are aware, we have been locked in a battle with Voith for our jobs at the Louisville Assembly Plant since they were awarded to the company in February 2012. This case deals with the wrongful termination of two of our members who were hired by the company. After these two days, a dispute arose over information Voith had not provided to the Labor Board. The administrative law judge ordered the Company to turn over the requested information and rescheduled a hearing for August 16th, 2013.

## 401 K

I have been involved in getting members with language for Teamsters national 401k in their contracts the ability to get signed up and start saving funds for retirement. We recently had a representative from Prudential come to Louisville and visit Jack Cooper, Allied, R.C.S., Holland, Zenith, and Transervice. If you have such language in your contract, I urge you to participate. Please contact your agent for details or Prudential at 1-877-PRU-2100.

## Carhaul

With the summer months now upon us, many members will be taking vacations with their families and friends. The Ford plants will be going down for a week in July. The Mixing Center and Strawberry both will feel the effects of this, but usually do not completely shut down. We expect Bowling Green to be back in operation soon pumping out those Corvettes!



**Ben Bramble**  
Recording Secretary  
bbramble@teamster89.com

## American Greetings

Recently we recalled 32 laid off employees. I just wanted to say "welcome back" and hopefully card sales continue to grow.



Vice-President Thompson speaks with Voith employees regarding changes at the Louisville Assembly Plant.

I also want to thank all the stewards for the great job they do. Thank you!

## Rev-A-Shelf [ Raz-2-]

I wanted to inform all second shift members, Erica Jones is the new shift steward. I know she will do a good job in the position. She is a eighteen year member. Welcome aboard!

## A.V.I Vending

Recently we had a steward election, and I want to say "congratulations" to newly elected Steward John Hornback. I feel he will do a great job for his members. We've had several issues at AVI, but were able to get them worked out. Now, with John's help, I know we will continue to achieve the same goal.



**Jeff Cooper**  
Trustee

## IMI Nicholasville

The drivers at the Nicholasville IMI Plant recently ratified a new three-year agreement. The improvements include no increases to the company insurance plan, an increase in the boot allowance, and an improvement in

the disciplinary process for major chargeable accidents from \$2,000 to \$2,500. In addition, there were improvements to seniority rights in "stay or gos" when the work load is slowing for the day as well as improvements for Sunday work so drivers will now be paid double-time for all time worked during their shift (not just until midnight). The agreements also includes wage increases of \$.35 in the second and third years.

I would like to thank Negotiating Committee members Larry Smith and Art Ward for all their hard work during the course of the negotiations. Thank you for all you do for the drivers at the Nicholasville plant.

## IMI Radcliff/E-Town

We have an arbitration scheduled for August 23rd regarding the Company's failure to provide "out of town pay" to drivers working outside their contract area. This is clearly defined in the collective bargaining agreement.

## Southern Standard Carton

I would like to congratulate Jammie Harris who was recently elected to the position of Chief Plant Steward. Jammie has been a departmental Steward for many years at Southern Standard Carton along with Bill Ridgeway, Sandy Spencer, Mike Dow, Larry Wooden, David Bleemel and Jason Thiel. They all do an outstanding job representing their fellow members!

# EXECUTIVE BOARD REPORTS



Trustee Paul McIntosh speaks with Brother Dale Crigger at the UPS Steward's Meeting.

## Jeffboat

Jim and I met with members of management a few weeks back and discussed the work load coming up in the near future. One thing that did come up that is important to pass along, is related to the Health Care Wellness Incentive. The Company explained a very small number of the employees are exercising this incentive. This concerns me and should you as well. This incentive was offered to help reduce the cost of the health care plan negotiated into the contract. The thought behind it is if employees participate in the wellness plan, they will become healthier and cost and claims will go down. This will result in reduced cost to provide the plan. The reason I felt the need to point this out, is during negotiations for the 2010 and the 2013 agreements, maintaining the 90/10 health plan was the most important topic. Fortunately, we were successful in securing this benefit for the life of the contract. My fear is that if we don't consider participation in the wellness plan, the cost will continue to climb to a point when we sit back down for negotiations in 2018, it could be problematic to secure the plan in the next agreement.

Please take the time to consider the wellness incentive. It might not be what you are looking for, but please inform yourself of options that could be beneficial to you and your family's future. The company has agreed to supply the information and make the process as simple as possible. If you have questions and would like to discuss this more, please feel free to call Jim or myself anytime.

## Building Construction

Walsh Construction has awarded the ready mix concrete for the Downtown and the East End Bridges Projects to Advance Ready Mix. Advance will be adding drivers to help cover the increase in business. If interested, you can call Jim Kincaid or myself.



**Paul McIntosh**  
Trustee  
pmcintosh@teamsters89.com

I believe it is very important to recognize the drivers at the Bluegrass Center for their act of kindness for a fellow Teamster. Bonnie Casto is a part-time employee at Bluegrass. Her husband has a serious medical condition that confines him to a wheelchair. He was in need of wheelchair ramp and the drivers chipped in over \$600 to cover the cost of the wood. Stewards David Thornsberry and Zach Pfeiffer along with Keith Atwood and Todd Shureck spent twelve hours on a Saturday building the ramp. This included a small porch for Bonnie's husband to sit on. Good job and good deed guys!

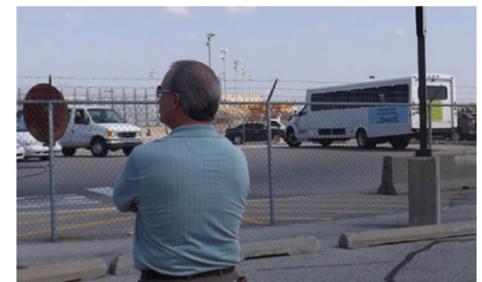
## Feeders

In Worldport Feeders, a driver fired for a serious accident along with a driver fired for an unexcused leave of absence were returned to work. Thank you to Steward Susan Bannister for all the help.



**Kenny Lauersdorf**  
Trustee  
klaursdorf@teamsters89.com

TO ALL C.D.L. drivers who drive a commercial motor vehicles weighing 10,001 pounds or more and are involved in interstate commerce: the hours of service Regulations have changed as of July 1 2013 ( Mandatory Break Rest Break Provision). Effective July 1st, drivers will be prohibited from operating a commercial motor vehicle if more than eight hours have passed since the driver's last off-duty period of at least 30 minutes. Essentially this means drivers are required to take a break of at least 30 minutes within the first eight hours of having reported for duty. If the driver does not do as described above, he/she will not be permitted to drive commercial until such break is taken.



Trustee Lauersdorf observes the problems with the shuttle system at the UPS Air District.

# DIVISION REPORTS



**Craig Burns**  
UPS Air Agent  
cburns@teamsters89.com

I would just like to thank everyone who helped out handbilling the Air District. It was good to see people come out with their families and kids, and to see how much this means to them. We had so many people help I wouldn't have room to list them all in this article! But thank you all for all your help and solidarity!

I would also like to thank the members who wore t-shirts, buttons and stickers and those of you who put signs in and on your cars. One member actually had their car lit up and covered with signs in the Grade Lane parking lot! Your involvement and knowledge of the issues is what will get you a good contract.

When we come together as one group we are extremely tough to beat. This contract was voted down by part-time and full-time workers alike. We as ONE did it even when they tried to divide us. The Company's plan didn't work. So once more, thank you for your unity!



**Brian Hamm**  
UPS Air Agent  
bhamm@teamsters89.com

I would like to thank everyone who helped with the "Vote NO" handbilling. We were successful in getting the Louisville Air Supplement and Central Region Supplement voted down. The participation was great and it was inspiring to see everyone come together. It is awesome to see full-time and part-time members sticking together and standing side-by-side. It is a hard fight to get a fair contract, but we will prevail as long as we maintain solidarity. The power of the Union definitely comes from you!

A special thanks to all Air District stewards. They have a tough job already, but during this contract vote there was extreme pressure from the Company. Some were threatened for talking about the Contract and continued to speak out and deliver the information to the people on the shop floor. Finally, I would like to thank

the Negotiating Committee. They have spent weeks away from their homes and families in negotiations.

Please check all dollies and tug hitches when hooking up your equipment. Do not be in a hurry; follow ALL procedures every time. Anyone going out on disability or workers comp must stay in contact with his or her management team as well as HRSC. DO NOT assume that one will contact the other. The Human Resource Service Center number is 1(855) 877-4772. Always call UPS from a cell phone so that you can verify that you called.



**Vinny Rivera**  
UPS Air Agent  
vrivera@teamsters89.com

I would like to thank all our stewards for the help they have given the membership and myself during contract negotiations. We have fought hard to get the best for the membership and continue the fight until we get what the membership needs. As we go back to the table it is very important to stay in touch with us on these issues through the website, your shop steward and text messaging. Jay Dennis has done a great job communicating with the membership! We are looking forward on keeping up the fight and growing the membership stronger!



Air Agent Vinny Rivera speaks with the membership during contract explanation meetings.



**James DeWeese**  
UPS Ground Agent  
deweese@ibt89.com

## VOTE NO!

Sisters & brothers, thank you for your solidarity and hard work during the first round of the "Vote No" campaign. Now that the Central Region and the Air supplements have been voted down, we need to remain united until the contract is worthy of your approval. I am very proud of you for standing against these concessions.

## LCH Day Sort & Twilight Sort

We have moved forward with a grievance for "insufficient staffing" (supervisors working) and a grievance for "safety & egress" on the Day Sort & Twilight Sort at the LCH Facility. Several weeks ago, Steward Dan Roark & Alternate Steward Vivian Holbrook spent five days working for Local 89. They policed the contract on these two sorts. Their findings have led to two formal grievances by Local 89 and have also provided a greater insight to some of the issues at the LCH Facility. A special thanks to both of these tireless stewards for their hard work.

## Supervisors Working? It's your work, take it back!

Article 3, Section 7 of the National Master Agreement states the company shall not

# DIVISION REPORTS

"send any employee home and then have such employee's work performed by a supervisor" and further, it must "maintain a sufficient workforce to staff its operations with bargaining unit employees".

If you see a supervisor working, make a note of any members who were sent home early. That information will make it harder for UPS to blame absenteeism for supervisors doing our work.

Article 3, Section 7 also states the Company shall "exhaust all established local practices to first use bargaining unit employees including double-shifting, early call-in and overtime". If management did not ask members to double-shift or come in early or work overtime, then they don't have an excuse for supervisors working.

## How do I file a Grievance for supervisors working?

### Step One: Talk to the Supervisor Working.

When you see a supervisor working, the first step is to ask them "why?". On the grievance form you MUST write down the name of the supervisor or manager who was talked to about the violation.

Usually supervisors will make an excuse as to why they are working (someone has gone to the bathroom; absenteeism for example). Whatever the excuse is, write it down so we have a record and they can't change their argument later.

### Step Two: Offer to Do the Work.

Ask the supervisor for the opportunity to do the work or ask them to leave it so you, or the most senior union employee who wants the work, can do it later.

Write down supervisor's response, so we have a record if they refuse to give the work to a union employee. (Note: Write your notes off the clock.)

### Step Three: Document the Violation

To win the grievance, we need a record of the basic facts. Documenting a "supervisor working violation" is not hard. Just make sure to include the "Five Ws":

- Who was working?
- What work were they doing?
- Where were they doing it? (which belt, or work area, etc.)
- When did the supervisor start working? When did they stop? Including the "starting and stopping time" will give management less



Ground Agent James DeWeese explains Local 89's position on the proposed UPS National Master Agreement and Central

Region Supplement to a group of members.

- wiggle room to debate how long the work persisted.
- Witnesses, if any. Witnesses aren't required but having them strengthens your case.
- Once you've documented these facts, talk to your steward about filing a grievance.

Article 3 section 7(d) of the National Master Agreement (pages 10, 11 & 12) allows for you to be paid DOUBLE-TIME for the work a supervisor performs.



**Jim Kincaid**  
Construction Agent  
jkincaid@teamsters89.com

## Jeffboat

The weather is just starting to get hot so be sure and stay hydrated, as the yard can be a brutal place in the summer.

We have two arbitrations. One we have tried to resolve, but it looks like it will end up in arbitration regardless. Ronnie and I have done several walk throughs in the yard and talked with members over different issues. Remember to call in if you are not coming in to work. We have had our first termination over a fourth offense for not calling in. Do not let yourself be a victim and receive a write-up for failure to call in.

The new english versions of the collective bargaining agreements were passed out a couple of weeks ago. The spanish versions are being proofed and will be sent out for printing soon. There were a few translation problems with the first version and several corrections had to be made. We should have it out to the members soon.

We have several Jeffboat members off work due to different illnesses. Please do not forget them. If your steward asks for help on a collection for your co-worker, be sure and try to help out if you can. The next time it could be you. Over sixteen years ago I lost a daughter who was just a baby. The generosity of the workers at Jeffboat helped pay for her funeral and her tombstone. I never forgot the kindness they had at a really bad time in my family's life. It does make a difference to your co-workers when they are off as well. We are all in this together. Looking out for each other is what this Union is all about!

I would also like to thank Ronnie Waiz for all the hard work he does and his tireless efforts. Also thanks to all the Section Stewards for all the hard work they do as well. Keep up the good work!

## Advance Ready-mix

The work on both Ohio River bridges has been awarded to Advance Ready-Mix. This is good news to these members as it means a lot more work is coming their way. The drivers at Advance do a great job delivering their product, as do the

# DIVISION REPORTS



Agent Cheatham with Louisville Packaging Negotiating Committee Members James Taylor and John Cowles.

mechanics who keep the trucks and equipment going. Just as important are the loader operators who help get the concrete mix prepared.

We recently had a steward election in which Russ Brooksbank retained his position as steward and Mark Owens remained alternate steward. In the near future, we will vote on some additional alternate stewards. It will be posted when the next alternate steward election will be held. I would like to thank all that participated in this election process. I would also like to thank Russ and Mark for the great job they do.

Advance Ready-mix is looking to hire ten more Class B mixer drivers.

## Nugent Sand

Work at Nugent Sand has really picked up and things are starting to get busy again in the yard. I would like to thank Aaron Garner for the hard work he does as steward. He keeps things running smoothly and does a great job.

## Independent Concrete Pipe

Recently we entered into a "wage reopener" with Independent Concrete Pipe. Things are really getting tight in the concrete pipe industry and it has hurt a lot of companies as a result. Plastic pipe has been replacing a lot the concrete pipe work. This has hampered the wage reopener talks, but we able to reach an agreement in lieu of wage increases to settle the reopener. I appreciate Gary Genton and Marvin Newman for working with me to get this resolved.

## ABC Supply

The work has been a lot slower this year primarily due to a lack of severe storm damage. ABC has hired one additional employee for the summer, but as of now the work has been slow. I want to thank stewards Robert Osborn and Richard Steward for doing the great job they do at ABC.

## Hoosier Precast

Hoosier Precast is under a contract extension. We are still trying to figure out where to go with health care and wages. I have gotten quotes from Central States, but I need more information from the members on the health questionnaires. We should be meeting again soon over this matter.



**Aubrey Cheatham**  
Political Director & Agent  
acheatham@teamsters89.com

## Louisville Packaging

On May 14th, Louisville Packaging members ratified a new three-year contract. The agreement includes significant raises, more personal days, and reduced cost for insurance.

Thanks to stewards James Taylor and John Cowles for their help, and to the members for the good turn out at the meeting and their support.

## Fire King

The Fire King arbitration of Kevin Feins discharge is still pending. The date of the arbitration is set for October 9th.

I'd also like to encourage members and their families to please get out and register to vote. Election season is just around the corner, and we need to stand up for our rights at the ballot box. For more info, contact me at the Union Hall.



**Rick Curtis**  
Agent  
rcurtis@teamsters89.com

## Ryder Bluegrass

The David Back discharge grievance has been processed and denied by the Company. Local 89 has chosen to further move the grievance to arbitration. At this time, the parties are in the process of choosing an arbitrator for the case. After the selection is made, the date and time for the hearing will be established.

## Zenith Logistics

Congratulations to Local 89 scholarship winner Justin Gallagher, son of Zenith Logistics employee Todd Gallagher. Todd is a third generation Teamster following in the footsteps of his Grandfather and Father who both worked for the Kroger Company Distribution Facility.

## Kentucky Truck Sales

Contract negotiation dates for Kentucky Truck Sales have been set for the week of July 29th. Steward Tim Bryson will be assisting in negotiations along with parts employee Jerry Wiseman.



**Roy Reynolds**  
Agent  
reynolds@teamsters89.com

## GE Service

I would like to welcome Russ Crenshaw as the new steward at GE Service. I look forward to working with you in the future. I would like to wish union steward Ron Hall from GE Service a good retirement. June 28th was his last day. Ron has worked for GE for 35 years and been a steward for 26 years. I have known Ron for many of those years from my time as steward at Frito Lay. During that time, I attended a few of GE's meetings. When I came up to the local, GE was the first contract meeting I was involved in. After that, I became the agent of GE and worked with Ron many years. Here is a email Ron sent me:

*"In the next week or two we need to have a union meeting to hold a steward election. I have a lot of things to do in the next month, but I will let you know ahead of time as much as possible. I want everyone to consider this position. It will be a nomination then a vote. I can still nominate/vote before I retire. Roy will be there to assist all of you and stewards in the future. He has been a life saver to me for so many years Roy has become a wealth of knowledge over the years and we are blessed to have him as our agent.... doesn't mean we haven't butted heads once or twice! Any tech could be steward if they check in with ROY DAILY and understand and maintain the integrity of our contract. This is a legal document that must be adhered to by the company and the membership. I will always be available to advise, even after I retire. Thanks for your support over the years. You guys are my family.- Ron"*

## Xpedex

To all the members who were laid off at Xpedex: I wish you guys the best. It has been a pleasure representing all of you. If I can do anything for any of you, please do not hesitate to give me a call

# DIVISION REPORTS



President Fred Zuckerman and Freight Agent Kevin Oliva meet with ABF Teamsters regarding the proposed agreement.



**Kevin Oliva**  
Freight Agent  
koliva@teamsters89.com

## Skills USA Championships

I would like to send a special thanks to Rusty Viller, Larry "Killer" Shawler, Rodney Britton and Dave Thomas for their help with this year's set-up and take-down at the Skills USA Championships in Kansas City, Missouri. These gentlemen and I helped Local 41 in Kansas City to get a good assessment of what is expected when the championship comes to Louisville in 2015. I will be looking for several volunteers each year to make this conference a success when it comes to Louisville.

2014 will be the Championship's last year in Kansas City and we will need about twenty CDL drivers to assist in the transporting of all equipment to Louisville once the show ends. If interested, call me at the local to sign-up.

## ABF Master Contract Ratified by 52%

The employees of ABF accepted their master agreement by a vote of 3210 yes and 2965 no. Large terminals such as Atlanta, Dayton and Chicago rejected the contract in big numbers. The Carlisle, PA terminal was one the largest to pass. Several small terminals around the country voted "yes" and provided the majority.

Some of the supplements, including the Central Region, were rejected, therefore, the contract

cannot be implemented until those supplements are settled and re-voted. Anyone interested can contact me at the Local for updates as they are available.



**Chris Alford**  
Bowling Green Agent  
calford@teamsters89.com

## MAHS

Congratulations to the members of MAHS for obtaining a new agreement with the company. The members overwhelming ratified the new three-year agreement. The new contract includes increases in wages, vacation time, extra personal time, and a more lenient attendance package. I would like to thank Chief Steward Charles Webb for all his hard work through negotiations.

## Android

Congratulations go out to the members at Android who also recently ratified a new three-year agreement. The Contract was voted in unanimously. The Android Contract includes increases in wages, vacation time, personal time, and several other benefits that make this contract the best contract the membership has ever seen. Over half of the workforce who was recently at a second tier wage will be receiving an initial raise of \$5.00 on the hour. I want to send my thanks out to a great negotiating team:

Anthony McGrew  
Kenny Teed  
Jeff Bratton.



# ORGANIZING REPORT

By Chief Organizer Kevin Evans

## UPS Freight members demand more!

After the Executive Board, agents and stewards did not endorse the UPS National Freight Agreement, the members voted down the UPS/IBT offer 89 to 5. The proposal was rejected nationally by a 2 to 1 margin.

Our members have waited five years for a contract they could be proud of. It is obvious that they expected more than what was negotiated. With subcontracting, harassment, insurance issues being key issues that were not addressed in the first offer, the Local 89 Executive Board and staff, along with our stewards agreed 100% to not endorse this contract.

At press time, all that we have heard is the IBT will eventually get the National Negotiating Committee together. However, we have not yet been informed of any dates at this time.

## Horseshoe Indiana

With negotiations on going in Las Vegas and Atlantic City, our wage reopener negotiations have been put on hold. I would like to thank our stewards and the membership for their patience. We will continue to build support and leverage to get our members a fair offer.

## Rush Trucking

We are continuing our efforts to organize the drivers at Rush Trucking. The NLRB decision allows us to petition for an election immediately and we expect to have enough cards to secure a winning vote count by the end of summer.



Agent/Organizer Kevin Evans speaks to UPS Freight members in Bowling Green.

# Legal Report

By Local 89 General Counsel Robert Colone

## DON'T BE FOOLED BY YOUR EMPLOYER: SOLICITATION OF GRIEVANCES BY STEWARDS IS LAWFUL

Undoubtedly, the solicitation of grievances from members is a legal activity under the National Labor Relations Act. However, there is a widespread notion that stewards are not allowed to approach a member in an effort to notify that member of his/her right to file a grievance. Do not fall prey to this notion. Similarly, it is commonly believed that stewards must wait until employees bring the complaints to them. Again, the law states otherwise.

This Local Union firmly believes, as union stewards, you are encouraged to notify employees in the event you feel they have a legitimate grievance. Although the Local Union does not encourage the act of union stewards writing the grievance on behalf of the member, the steward may assist or consult with the member as the member writes his/her own grievance. For instance, the steward can direct the member to the collective bargaining agreement articles which appear to have been violated or consult with the member as to which facts and circumstances are most relevant and should be included in the narrative portion of the grievance. However, at all times the member should be the ultimate determiner of what he/she writes on the grievance document. Exceptions to this would be "class grievances" or if special circumstances are present (such as a member's physical handicap or difficulty with writing skills). If such a case presents itself, contact your business agent to notify them of the situation before proceeding.

# POLITICAL OPERATIONS

## ARTICLE BY JAY DENNIS

While we have not formally endorsed Secretary of State Allison Lundergan Grimes in her campaign for U.S. Senate, you can expect Teamsters Local 89 to do so in the very near future. Grimes is the clear choice for workers in the Commonwealth. She stands in great contrast to her anti-worker opponent Mitch McConnell. Secretary of State Grimes has been and advocate and ally of working families in Kentucky throughout her career and will be a tireless advocate for us in the US Senate.

Current Senator McConnell has been nothing more than a tool of corporations (Fed-ex is one of his largest donors) and billionaire-backed interest groups. Ranked as the least popular Senator, McConnell has brought continual embarrassment to the state of Kentucky with his out of touch and obstructive approach to lawmaking. This has even brought McConnell a primary challenge from his own party. The gridlock McConnell has master minded in his tenure as Senate Minority Leader has done nothing more than hurt American middle class families for his selfish political gain. Whether you are Republican, Democrat or consider yourself Independent of the two major political parties, it is time we vote for and support lawmakers who support us. We cannot afford to continue to vote against the interests of our families, our co-worker or ourselves. As evidenced in Indiana, Michigan, Wisconsin, and Ohio, we

cannot continue to be divided by "wedge" issues designed solely to fragment workers.

The next election cycle will begin soon. It is imperative we begin preparations for this next political season NOW. In 2014, in both Kentucky and Indiana, we have a chance to prevent further attacks on working families by supporting pro-worker candidates. If you would like to volunteer to help out in our political operations, please contact us at Teamsters Local 89.

## ARTICLE BY AUBREY CHEATHAM

If you live in Indiana, it would be a good idea to register to vote prior to Jan 1st 2014. New strict voter suppression laws passed by Republican House and Senate will make it harder for working class people and elderly citizens to do so after that date. If you moved or are wanting to vote for first time, you should get registered now before the laws change. We have voter registration cards available at the Hall. Contact your steward or call us at 502-368-5885 to obtain a form. You can also register at your county clerk's office. Don't wait until it is too late!

There was a special election in KY house district 56 in which the pro-labor candidate prevailed. Congratulations to new Kentucky House of Representatives Member James Kay III. We need to continue to elect labor friendly candidates

to fight off attacks by outside special interest groups who are bent on making KY a Right-to-Work (for less) state.

## ARTICLE BY JAMES DEWEESE

As Air District Teamsters know, the benefits of the Metro-College Program are extraordinary and life-changing to many of our sister & brothers. During the course of our "Vote NO" campaign, UPS began telling our sisters & brothers that if they vote no on the contract that they could lose their Metro-College funding. In addition to this, letters were sent to the homes of Metro-College students' parents urging them to convince their children to vote in favor of the agreement.

Teamsters Local 89 condemned UPS for these deplorable tactics used to secure a "yes" vote. Not only is UPS wrong for misleading workers to believe that they are the sole provider of this funding, but also it is degrading to treat grown adults as young children. Several parents have also expressed the same concern considering this to be harassment against themselves and their sons and daughters. These students break their backs at UPS while working through school.

On June 13th, Air stewards Joe Sexon, Stephen Piercey & myself spoke at the Louisville Metro Council Budget Hearings to alert the Council to UPS using a partially government-funded program (Metro-College) as a shop-floor bargaining chip to secure a "yes" vote. Currently the Louisville Metro Council funds this program with \$970,000 of community tax dollars.

Metro Council Member Rick Blackwell (District 12) expressed his concern to us on the matter agreeing the tactics were deplorable and that they not be deployed against workers in the future. The Council Member explained to us, that prior to us speaking, the Council had already addressed the issue with the city's representative expressing their concerns to UPS for their actions on the shop floor. Council Member Mary Woolridge (District 3) and Council Member Vicky Welch (District 13) also expressed concerns & questions regarding our fight for a fair contract. At the end of the hearing, Council Member Marianne Butler (District 15) assured Local 89 the Metro Council supports the funding in place and that it will be there for our members in the future.



Agent James DeWeese and UPS Air Stewards Stephen Piercey and Joe Sexon address the Louisville Metro-Council

# UPS MEMBERS FIGHT!

## UPS Members Vote Down Air Supplement by 89%—Tip the Scales Against Central Region Supplement

When UPS management and the International Brotherhood of Teamsters attempted to push substandard agreements on Local 89 Teamsters, they were met with an opposition they had not accounted for. In what seemed like overnight, the Vote No Movement sprang out of the outrage of Local 89 members leading to a smashing victory against these concessionary proposals. The final result of the nearly 5000 ballots cast was 89% of members voting to reject the Louisville Air and 88% rejecting Central Region Supplements. The National Master Agreement was also resoundingly rejected by Local 89 members. However, the Agreement passed nationally by a narrow margin.



LCH Teamster Amy Grubbs (Left) and Patty Allgeier (Right) hand out info at the World Port Ramp Gate

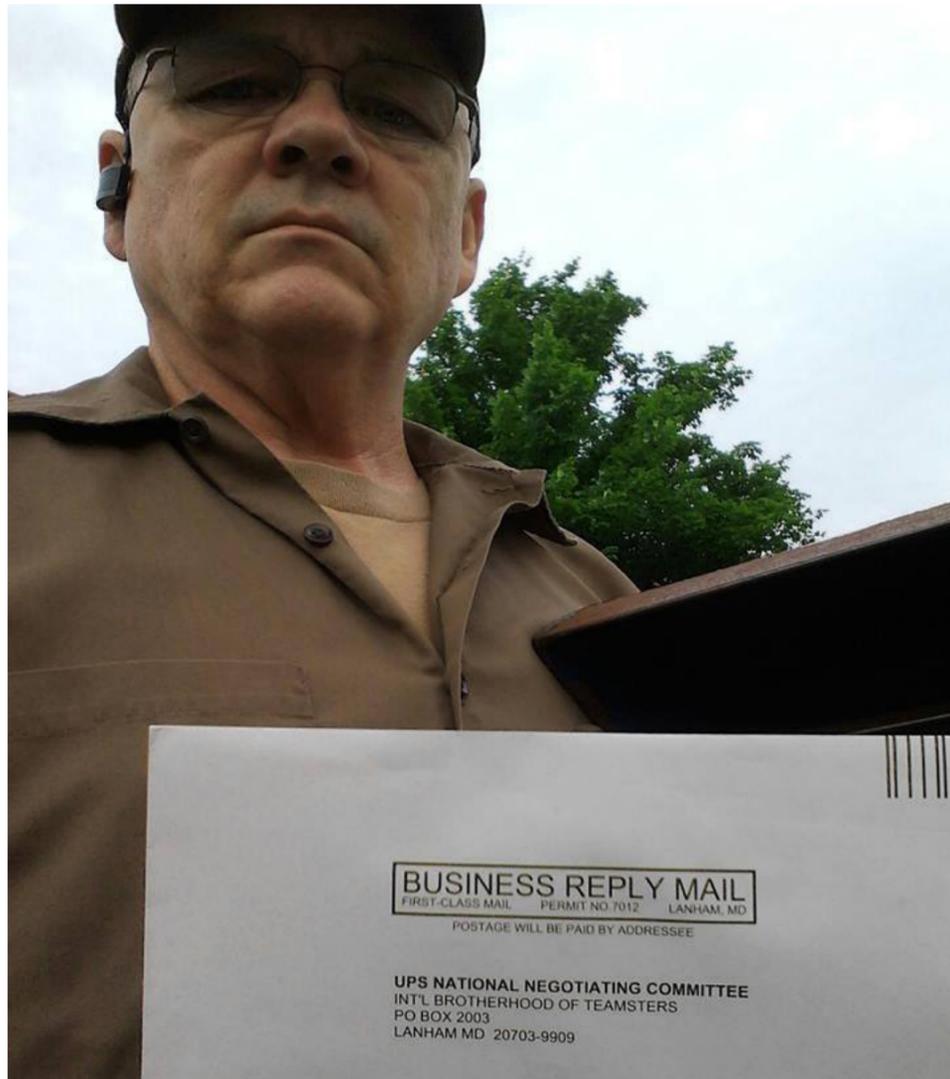
The solidarity shown throughout Local 89 was tremendous. Members from both the Ground and Air divisions, as well as Teamsters from other companies, mobilized to inform and educate UPS workers of the harmful changes and additions to contained in the proposals. These members volunteered tirelessly both day and night, giving up valuable time away from friends, family and other obligations to help their fellow members make an informed decision when ballots reached their homes.

Throughout the nearly month long campaign, thousands of members were reached through a variety of media. Over 20,000 pieces of literature were distributed through “handbilling” at multiple locations and shifts. In addition, thousands of texts and emails were sent out via the Local’s text service and Teamsters89.com. Social media was also a tremendous tool in the Vote No Movement. Through Facebook, and to a lesser extent Twitter, members were given a forum to exchange ideas, ask questions, and simply to express their outrage at UPS and the IBT.

Beyond the members’ anger sparked by the concessionary nature of the proposals, UPS Air District members were especially upset with conduct of the company in their relentless campaign to push the agreements through. Throughout the month prior to the ballot count, UPS engaged in an intimidation campaign, threatening workers with termination for discussing the contract. Workers would also be subject to daily propaganda meetings at the beginning of their shifts. Further, UPS systematically targeted its workers with less than five years of seniority in order to tip

the vote in the Company’s favor. “Yes talks” were usually conducted during the member’s workday or “one on one” meetings with upper management. Such tactics were the standard operation of the Company during their campaign, yet they attempted to play “carrot and stick” by simultaneously attempting to bribe the membership with cheap pizza and a high-taxed bonus.

In a new low, Vice-President Mike Nepal sent letters to the parents of Metro College students alluding to possible cuts in tuition benefits if the contracts were voted down. Of course this, like all of the Company’s other strategies, failed to secure UPS and the IBT the “yes” votes they had so hoped for. In the end, the Vote No Movement prevailed in a smashing victory of 3,520 to 441 against the Louisville Air Supplement.



Campbellsville Steward Terry Daffron prepares to send in his ballot

# UPS MEMBERS FIGHT!



Air District Teamsters and agents rally at the main gate of the UPS Worldport

## UPS Office Staff and Volunteers Work Tirelessly To Give UPS Teamsters a Voice

From the point in which ballots were first sent out, the voting process was plagued with issues. Reports of problems were epidemic with a very sizable portion of the membership not receiving or were sent incorrect voting materials. Neither members in Ground nor Air Divisions were immune.

Due to these problems, Local 89 mobilized to ensure Local 89 members’ rights were preserved and their voices were heard in the contract ratification process. “Ballot replacement request forms” needed to be filled out by members to have their voting materials replaced. Their requests had to be faxed to the IBT, per election rules, by noon on Saturday June 15th. Once the member received replacement materials, the ballots had to arrive in Maryland no later than 10am Saturday June 22nd. This, of course, left very little time for Local 89 members to get their ballots sent in time to be counted.

Because of these time constraints and the very sizable portion of the membership who had not yet received ballots, President Zuckerman moved to safeguard the membership from disenfranchisement in the voting process. Knowing the diversity of members and work shifts, a team was put together to give UPS Teamsters the ability to fill out forms at their worksites.

Throughout the four-day campaign, volunteers, Local 89 office staff, agents and organizers collected 1387 replacement forms. UPS Teamsters Stephen Piercey, Kelly Clark Janelle Miller, David Smith, Ed Sagasar, Joe Sexson and Zenith member Bill Miller were instrumental in the operation. Through their hard work, the membership was given the opportunity to exercise their right to vote on their contract.

As the forms were collected, they were signed off on and given to the Dues Office for processing. Trista Wafzig, Angela Harris, Janice Argo, Cheri Metcalf, Kim Wolfe and Gary Tomes were all essential in fielding calls from members and processing replacement requests. For every form, Janice, Trista and Angela were responsible from checking eligibility and membership status. Through the office staff’s dedication to the cause, members’ rights were protected.

## UPS Freight Teamsters Overwhelming Vote Down UPS National Master Freight Agreement

When workers at UPS Freight became Teamster members, they did so with the expectation of fairness and certain level of workplace standards not available under their previous non-union employer Overnight Trucking. These new members took pride in their union membership and expected that same pride to translate to fair contracts awarding workers for their time, dedication and quality of work. Sadly however, UPS Freight Teamsters would soon realize, through a weak panel system and a substandard contract, that many of their expectations were not materializing as they had expected when they signed authorization cards to join the Teamsters Union.

When the proposed National Master UPS Freight Agreement was sent the membership, most would see the concessionary additions and changes as a “slap in the face” from both the Company and the IBT. They had rightfully expected to move forward, not backward, in this agreement. These members’ outrage would be undeniable as ballots began to be counted on May 24th.

At the ballot count, The voice of the membership was clear in issuing a great rebuke against the concessionary agreement. The final vote tally was 1,897 voting ‘yes’ and 4,244 voting ‘no’. In Local 89, the total was five voting “yes” and 89 voting “no”.

Stay updated on UPS Issues  
via mobile:  
Text AIRUPDATES to 77948  
Text GROUND to 77948

You can also follow us on  
Facebook and Twitter.

# UPS MEMBERS FIGHT!



The Executive Board of Local 89 called a special meeting with UPS agents to review the proposed National Master Agreement and Central Region Supplement

## Local 89 Executive Board and UPS Agents Review Proposed National Master and Central Region Agreements Along With UPS Freight Agreement

The Executive Board of Local 89 met with UPS business agents on May 10th to review the proposed UPS National Master Agreement, Central Region Supplement and the UPS Freight Agreement. At the time, the Louisville Air Supplement was still in negotiations. During the day-long meeting, each change and addition in the proposals was carefully reviewed and assessed by the E-Board and agents. After much discussion, all meeting participants agreed to recommend rejection of the proposals due to their concessionary and harmful nature.

The E-board session was called ahead of a meeting with all Local 89 UPS stewards to explain the proposals. In examining the "pros and cons" of the proposals, Local 89 officials could properly convey the impact on the membership to area stewards. While IBT Secretary Treasurer Ken Hall and the IBT expected all locals to blindly follow the National Committee's recommendation, President Zuckerman and the E-Board opted instead to fulfill their duty to the membership by dissecting the proposals. As a result, Local 89 was prepared to better explain its position to the membership.

## UPS Stewards Unanimously Vote to Reject UPS Contracts

On May 16th, the Executive Board held a meeting with UPS stewards from all divisions to report its conclusion that both the proposed National Master Agreement and Central Region Supplement were not worthy of acceptance by the membership. A motion by the attending stewards to recommend rejection of the two proposals to the membership followed the announcement. This motion was unanimously approved by all 77 stewards in attendance.

Throughout the reading and explanation of the changes and added language, there was an audible discomfort among attendees. The responses ranged from vocal objection to silent disbelief as to why Ken Hall and the International Union would agree to such a backsliding agreement.

Galvanized by the disappointment in the two proposed agreements, stewards in all divisions pledged to stand together in solidarity to support each other in their fights for fair agreements. At the time of the meeting Air Supplement negotiations were at a virtual standstill, fueling more anger over the National and Central agreements. Feeder and Ground stewards vowed to support and work with their Air District sisters and brothers in their fight for a quality Air Supplement. Within the room, there were no "divisions", only Teamsters joined together for a common cause.

# UPS MEMBERS FIGHT!

## Local 89 Sends Observers to UPS Vote Count

Due the many issues with balloting for both UPS and UPS Freight proposals, President Zuckerman dispatched four observers to watch over the counting process. Over the course of six days, the entirety of UPS votes were counted with your observers present to guard against any disenfranchisement of Local 89 members and other Teamsters across the country.

The Observation Team was on site during every step of the counting process. When ballots were picked up at the Post Office in Maryland, observers accompanied the Election Supervisor to make sure the collection of envelopes was not subject to any tampering. The team was also free to ask the Post Office staff questions and as well as to voice concerns. Observers then followed the truck carrying the ballots to make sure nothing occurred in transit. Upon arrival at the counting location, these observers watched, and carefully scrutinized, the opening and sorting of envelopes.

At the beginning of the count, observers Ed Sagasar, Stephen Piercey, John Bolton, and Jay Dennis worked as a team to check eligibility of all who were mailed a ballot. The team stayed in regular contact with the Local 89 Dues Office as discrepancies were found to confirm the membership status of any name in question. While ineligible ballots were certainly in the minority, there was a substantial amount (including supervisors and former UPS employees) who should not have received a ballot. These ballots were then challenged and voided if necessary.

Despite the issues with voting materials prior to the vote count, Local 89 observers reported the counting process was largely transparent and fair. The workers who counted the ballots were cooperative with observers and did a terrific job in making the process a success.

## UPS Members Participate In Contract Explanation Meetings

Teamster at UPS attended a series of meeting at the Union Hall in May to receive a full explanation of the changes and additions to the National Master Agreement and Central Region Supplement. These meetings were broken down into divisions and shifts to accommodate any members who wished to attend. Not only did the membership get a thorough explanation of the proposal's "pros and cons", but they also were given detailed reasons for the Executive board, agents and stewards recommended rejection.

As members reviewed their contract packets, business agents were on hand to answer any question or address any concern. As the new language was read, the attendees asked for clarification on a number of issues including healthcare and full-time jobs. The responses of the membership were largely unsupportive of the proposed agreements. Many questioned how the IBT and Ken Hall could agree to such a concessionary agreement.

Members in the Air District had a range of question regarding the Louisville Air Supplement which, at the time of the meeting, had not been sent to the membership for review. Again, the members' concern seemed to shift back to the insurance plan and the uncertainty they felt with the lack of information from both the IBT and UPS.

Though discussion was often heated among members, the membership came away in full solidarity. After the meetings, participation and mobilization increased greatly sparking a new movement among the membership.



L-R Observers Stephen Piercey, John Bolton, Ed Sagasar and Jay Dennis



Bowling Green Steward Ron Carpenter speaks about standing with part-time workers

## VOTE COUNT TOTALS FOR LOCAL 89

### UPS National Master Agreement and Supplements

#### AIR

Louisville Air Supplement-441 Yes...3520 No  
 Central Region Supplement-465 Yes...3594 No  
 National Master Agreement-483 Yes...3388 No

#### GROUND

Central Region Supplement-111 Yes...787 No  
 National Master Agreement-126 Yes...768 No

UPS Freight -5 Yes...89 No

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

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### IN MEMORIAM

Our thoughts and prayers go out to the families of the members and retirees who have recently passed.

William R. Knight - Morgan Foods  
Thomas M. Brewster - Kroger  
Clarence McStoots - Sentinel  
Thomas Vezeolles - Duff Trucking  
James "Marcy" Thomas - Jack Cooper  
Keith Brooks - USF Holland  
Leroy Brown - Paramount Foods  
Billy Pruett - Scott County Stone  
Vernon Bibb and Greg Wilson - UPS  
Harvey Green, Eugene Carroll and Terry Rogers - Allied Systems  
Carlos Bishop - Allgood Foods  
John Fackler - Allied Systems  
Herbert Reynolds-Graco Cartage  
Robert T. Clark - Dixie Warehouse  
Jack D. Wilson-Duff  
Edwin Cissell - ABF

### TEAMSTER MADE!

Congratulations to Our Newest Additions to the Teamster Family!

Steven Schmelz-Baby Boy  
David Smith-Baby Boy

### CONGRATULATIONS TO OUR RETIREES

|  |   |
|--|---|
| <b>Bimbo Bakeries</b><br>Jasper Glass Jr.<br>Dennis Rust | <b>Southern Standard Carton</b><br>Patricia Byrd<br>Marcia Skaggs |
| <b>Gohmann Asphalt</b><br>Richard Meridith               | <b>UPS</b><br>Don Lyvers  |
| <b>IMI South</b><br>John Perkins                         | <b>YRC</b><br>Robert Worley                                       |
| <b>Morgan Foods</b><br>Lee Bowling<br>Tommy Johnson      | <b>Transervice</b><br>Steven Hutt                                 |
| <b>Riverside Construction</b><br>Gene Devine             |   |

## Keith Phillips Memorial Bass Tournament ENTRY FORM

Union Member's Name \_\_\_\_\_

Telephone ( \_\_\_\_\_ ) \_\_\_\_\_

Social Security# \_\_\_\_\_

Member's Company \_\_\_\_\_

Partner's Name \_\_\_\_\_

Mail entry form and \$40 entry fee (plus \$10 Big Bass fee) to:  
Teamsters Local 89, attn. James Burton or Angela Harris  
3813 Taylor Blvd., Louisville, Kentucky 40215  
Please make checks payable to:  
JAMES BURTON TEAMSTER TOURNAMENT DIRECTOR

**Entry MUST be received by Friday, September 20, 2013**

## WITHDRAW CARD REQUEST

Mail to:  
Teamsters Local 89  
3813 Taylor Boulevard  
Louisville, Kentucky 40215  
Enclose 50¢ check, money order or coin

Name \_\_\_\_\_

Social Security Number \_\_\_\_\_

Phone Number \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Company \_\_\_\_\_

My Last Day of Work \_\_\_\_\_

Reason for requesting Withdraw \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_