

When Administrative and Specialist workers were illegally fired for joining Local 89, UPS found itself facing an Unfair Labor Practice Strike. Just as picket lines were about to be put up, UPS caved and reinstated all the fired workers with backpay. Learn more about their story inside this issue of the Teamsters Local 89 newsletter!

1	A Message From President Thompson	14	APH Members Ratify Contract
2	Thomspson-Cooper Administration Re-Elected	16	First Contract Ratified at Sysco Louisville Warehouse
4	Karina Leos Joins Local 89 Staff	18	Local 89 Celebrates 90-year Anniversary
4	Sysco Driver Honored for Heroism	20	Celebrating Black History Month
5	Mental Health Matters	22	Celebrating Women's History Month
6	2023 Stewards Banquet	24	Winter 2023 General Meeting & BG Party Photos
7	March 2024 Steward and Activist Training	25	Spring 2024 General Meeting Photos
8	Specialized Revolution	26	Local 89 Activist Groups
	Administrative and Specialist workers at UPS make history by joining the Teamsters	27	2024 Scholarship Application
12	2024 Political Primary Endorsements	28	2024 Golf Scramble Entry Form
13	Historic Contract Ratified at Clariant	29	2024 Bass Tournament Entry Form
			Upcoming Events on Back Cover

EXECUTIVE BOARD

AVRAL THOMPSON	President and Business Agent
JEFF COOPER	Secretary-Treasurer and Assistant Business Agent
BRIAN HAMM	Vice President and Assistant Business Agent
CRAIG BURNS	Recording Secretary and Assistant Business Agent
JAMES DEWEESE	Trustee and Assistant Business Agent
KIM WOLFE	Trustee and Benefits Coordinator
VINNY RIVERA	Trustee and Assistant Business Agent

DEPARTMENTS AND STAFF

Secretary to the President
Janice Argo
Assistant to the Secretary-Treasurer
Abigayle Baker
Benefits Department
Rick Stevens
Kim Wolfe
Communications
Stephen Piercey
Dues Department
Karina Leos
Melissa Walls
Legal
Cody Hibbard
Maintenance
Danny Clemente
Organizing
Wes Odle
Bryan Trafford
David Thornsberry
Political and Legislative Action
Bill Miller
Receptionist
Becky Bader

BUSINESS AGENTS

Rodney Britton
Craig Burns
Daniel Cartmill
Jason Cooper
Jeff Cooper
Jay Dennis
James DeWeese
Brian Hamm
Mike Hinton
Jim Kincaid
Trey McCutcheon
Bill Miller
Alex Murphy
Stephen Piercey
Mike Rankin
Vinny Rivera
Ed Sageser
David Thornsberry
Bryan Trafford



A MESSAGE FROM PRESIDENT THOMPSON

It feels like I say this in every message I write for the newsletter, but once again it's been unreal how much has been happening at Local 89 since our last issue.

We came very close to a strike at Sysco for a second time in under a year but thanks to the hurting we put on them with the drivers strike last year, they knew the warehouse wasn't playing games. We walked away from the table on the last day of negotiations to prepare to strike them and just a few hours later Sysco contacted us and gave us everything we wanted to make sure we wouldn't hit the streets. Everyone involved on those negotiations and strike preparations from our rank-and-file to our staff did amazing work and it produced a great first contract.

You'll read a lot more about the entire journey we've gone on with UPS admins and specialists later in this newsletter, but for my part I just want to thank all the Local 89 staff, IBT organizers, stewards, and others who have put in work to help bring those folks into our union. A special thank you goes out to steward and rank-and-file members Bryan Tucker, Matt Ward, Gilman Bagga, Melodee Mattingly and David Frantz for their tireless dedication to the cause, and of course the admins and specialists themselves. They never gave up and stuck with us until the fight was won. This historic moment couldn't have happened if we hadn't all been working together.

And last I just want to say how humbled me, Jeff and the rest of our E-Board are to have been re-elected by acclimation. It's always a huge honor for members to put their trust in us to lead this amazing Local, but to have not a single other person throw their hat in the ring to run shows us that all of you believe in our vision and the job our team has done so far. I truly believe Local 89 has the best officers, business agents, communications, organizers and staff in our whole union, and it means a lot to all of us that our nearly 18,000 members recognize that too. Thank you all, and I look forward to being in the trenches with you in the fights to come.

THOMPSON-COOPER ADMINISTRATION RE-ELECTED UNOPPOSED



On November 14th, 2023 an independent election supervisor conducted a nomination meeting for Local 89's executive board, and the Thompson-Cooper Teamsters United candidates were nominated without opposition. With no other candidates to place on the ballot, the Thompson-Cooper administration was automatically re-elected to serve a new three-year term that began on January 1st, 2024.

"I'm humbled that our members have put their trust in me to continue leading this great Local," said President Avral Thompson. "The fact that we ran unopposed tells me that our members are happy with the job we've done so far, and we'll continue working hard to make every member proud to be part of Teamsters Local 89."

Since first taking office in March of 2022, the Thompson-Cooper administration has fought hard and worked with our new International leadership to take Local 89 to greater heights than ever before. Under their leadership, Local 89 has expanded our membership through a myriad of organizing victories and has won record contracts through aggressive bargaining and militant rank-and-file contract campaigns.

"It's been the honor of my life to serve as Local 89's Secretary-Treasurer for these past two years," said Jeff Cooper. "I'm very proud of what our Local has accomplished together, and I want to thank our members for the support they've given us."

We would like to give a special thank you to General Secretary-Treasurer Fred Zuckerman, who is still an active member of Local 89, for attending the meeting and nominating our executive board for re-election.

From the Officers, Agents, and Staff of the Thompson-Cooper administration, we want to share a heartfelt thank you to our over 17,000 members for giving us the privilege of representing you once again.





KARINA LEOS JOINS LOCAL 89 STAFF

We are proud to announce Karina Leos as the newest member of our family at the Teamsters Local 89 Union Hall. Karina will be bringing her talent, experience, and drive to our Local as a TITAN Operator in the Dues Department.

Karina first became a Teamster in 2012, when she began working as a part-time package handler at UPS Worldport in Louisville, Kentucky. After years of being an activist member, Karina became a steward in 2022 and quickly proved to be a tremendous help in communicating with and organizing Spanish speaking members to be more active in the fight. She successfully organized groups of Spanish speaking members to attend union meetings and contract actions such as the practice pickets that took place in front of UPS Worldport.

Karina made the decision to be more involved in her union after seeing injustices perpetuated by management in her area at UPS. She knew she could make a difference if she was a more active member and has been in the trenches ever since.

Beyond her service as steward, Karina has volunteered to help at Local 89 on organizing drives, political campaigns, translation services and more. She has consistently attended general meetings, training courses, and has overall been an incredibly active member and familiar face at union events. She takes great pride in being part of Local 89 and in helping our Spanish speaking members. Welcome to the Local 89 staff family, Karina!

SYSCO DRIVER HONORED FOR HEROISM

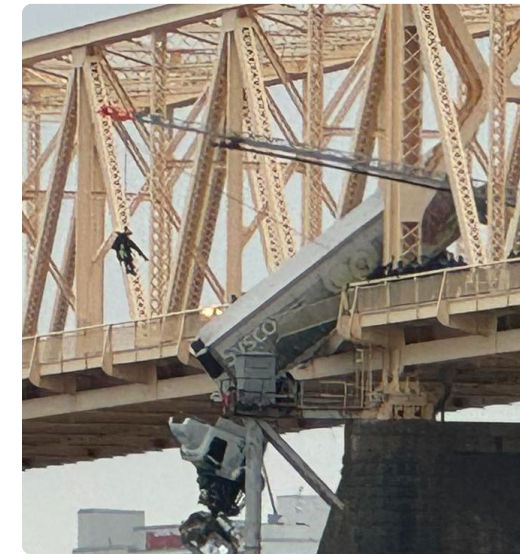
In March a major, multi-vehicle accident occurred on the Clark Memorial Bridge that began when an electric vehicle stalled out on the Southbound lane and was hit by a pickup truck, sending it into the northbound lane.

Sydney Thomas, a Local 89 member and truck driver for Sysco Foods, was crossing the bridge as the accident occurred and quickly realized she would collide with the stalled electric vehicle and very likely kill the driver inside in the process. To avoid that outcome, Sydney swerved to narrowly avoid the stalled vehicle, which put herself in harm's way as her semi went over the side of the bridge. Thankfully, the back corner of her trailer wedged against one of the bridge support beams and that kept her semi from falling into the river until first

responders with the fire department and police arrived to rescue her from the hanging truck.

The driver of the electric vehicle that started the accident was later interviewed by the media, and praised Sydney's actions as heroic. She told the reporter that she was certain she would have been killed had the semi hit her, and that Sydney swerving had saved her life even as it greatly endangered Sydney's own.

At the Spring 2024 General Membership Meeting just days after the accident, President Avral Thompson spoke about the personal risk Sydney had taken by making the decision to swerve, and applauded her bravery for putting the safety of others above her own. Sydney, who was at the meeting with several of her co-workers, was presented with a Certificate of Heroism from Teamsters Local 89, signed by our Executive Board.



MENTAL HEALTH MATTERS AT THE TEAMSTERS PIPELINE CONFERENCE

Shout out to Local 89's very own Abigayle Baker, who did a presentation on Mental Health at the 2024 LMCT/Teamster Pipeline Conference yesterday. A former UPS Worldport Steward and current Assistant to the Secretary-Treasurer, Abigayle has taken the reigns of Local 89's Mental Health Matters program and has worked with the IBT Human Rights and Diversity Commission to take this important topic nationwide.

Thank you, Abigayle, for your dedication to making sure such an important topic gets the attention it needs!



2023 TEAMSTERS LOCAL 89 STEWARDS BANQUET

Thank you to all our stewards who came out to our Steward’s Banquet at Churchill Downs on October 29th. Those in attendance enjoyed good food, great company, and a few short but impactful speeches from our amazing guests; International Brotherhood of Teamsters General Secretary-Treasurer Fred Zuckerman, IBT Organizing Director Chris Rosell, United States Congressman Morgan McGarvey, and a very special thanks to Governor Andy Beshear who spoke passionately about his support for organized labor in Kentucky.

We’d like to thank President Avral Thompson and Secretary-Treasurer Jeff Cooper for supporting our yearly steward events, and to everyone at Local 89 who helped to plan this year’s banquet including Abigail Baker, Stephen Piercey, Janice Argo, Bryan Trafford, David Thornsberry, and more.



MARCH 2024 STEWARD AND ACTIVIST TRAINING

Thank you to everyone who came out on March 25th for our Steward and Activist training program!

The training event was attended by over eighty Stewards and Activist Members from ABF, ABM, APH, Brown Forman, Caesars, Carhaul, Morgan Foods, Precision, Rev-A-Shelf, Sysco, Transervice, UPS, Zenith, and more.

Special thanks to Brother Nick Perry from the Teamsters Training & Grants Division for teaching two of the classes, and to everyone on staff at Local 89 who taught classes and/or worked hard behind the scenes to make this event a success.



specialized revolution

ADMINISTRATIVE AND SPECIALIST WORKERS AT UPS MAKE HISTORY BY JOINING THE TEAMSTERS

A Halloween Surprise

On October 31st, 2023, UPS management received a shock when thirty-five Specialists and Administrative workers at the Louisville Centennial Hub (LCH) voted by a 72% margin to join Teamsters Local 89. This was a historic moment, marking the first time these classifications of workers had voted to join our union.

For those wondering what workers in these classifications do, the answer is not so simple. Each has dozens upon dozens of different job titles, each with its own unique job responsibilities. Some handle dispatching, some do data entry, some process paperwork for hazardous materials, and some even sit at computer stations to monitor and directly influence the flow of packages in automated facilities.

Whether known or not, admins and specialists have worked right alongside our traditional UPS members for decades, and now they will do so as union sisters and brothers. We aren't just referring to the initial group at LCH either - they were the first to join, but certainly not the last.

The Road Traveled

Although the vote was taken on October 31st, the effort to bring these workers into our union family began in early 2023 with just a few conversations between specialists and Bryan Tucker, a Local 89 steward who got the proverbial ball rolling. As more conversations were had and Local 89's Organizing Department began ramping up the campaign, momentum built slowly but surely throughout the year until a solid majority of the group had signed union authorization cards.

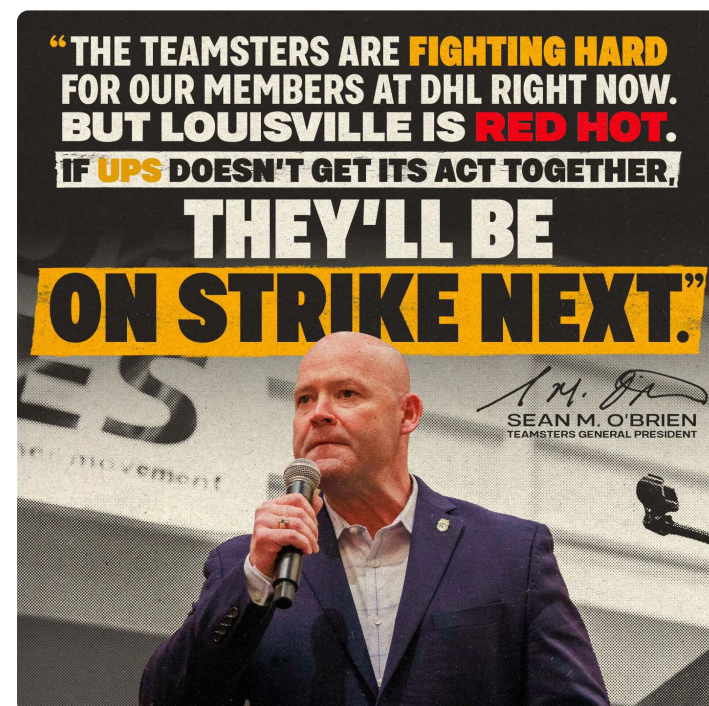


Steward Bryan Tucker was instrumental in the initial organizing drive at UPS LCH

When UPS was finally presented with the cards, they predictably argued that these workers were members of management - an argument that we had expected and were already prepared to soundly defeat. Although it delayed the process for a time, Local 89 was ultimately victorious when an independent arbitrator ruled that the work these men and women performed did not exclude them from the National Labor Relations Act, and that they had the right to join the Teamsters.

The Strike that Wasn't

Despite being decisively defeated at every turn, UPS made the extremely poor decision to illegally terminate the newly unionized admins and specialists at LCH on December 7th. Local 89 and the International Brotherhood of Teamsters took this action as an open declaration of war and responded in kind.



This quote, part of a longer statement, from General President Sean O'Brien was released on social media by the International Brotherhood of Teamsters following the illegal terminations of LCH admins and specialists.

Our Local and our International immediately went on the offensive, issuing blistering statements that informed UPS in no uncertain terms that a strike was imminent.

December 8th, the very next day, was Local 89's Winter General Membership Meeting and annual Christmas Party but most of the Agents and Staff spent the day preparing picket signs, assigning strike captains, and mapping UPS gates. With authorization from the International, Local 89 notified UPS of an impending strike. A fiery press release about the terminations and the resulting strike was written and ready to be sent to the media and posted for the public to see.

But the press release was never sent out and the picket signs were put away after UPS caved to the immense pressure the Teamsters had put on them and notified General President O'Brien that they would be reinstating all of the illegally terminated workers with

full back pay for the time they had missed.

The admins and specialists heard this fantastic news in person at a meeting in Local 89's union hall, where they then gathered around President Avral Thompson to be formally sworn in as members of our union.

The admins and specialists then put their signatures on one of the unused picket signs (seen on the cover of this newsletter) and a copy of the unreleased statement to the press. These items will now reside at our union hall as a testament to Teamster power, alongside similarly signed items from other strikes and pickets.

The near strike and reinstatement of these admins and specialists serves as a stunning example of what is possible when militant Local Union leadership and militant International Union leadership are united and are prepared to do whatever it takes to protect Teamster members.



Local 89 President Avral Thompson swears UPS LCH Admins and Specialists in as members on December 8th after UPS agreed to reinstate them with backpay.

Catching Fire

Word of our victory and the reinstatement of the terminated admins and specialists spread like wildfire across news outlets and social media, drawing national media attention to the situation. For thousands of other administrative and specialist workers in Louisville and across the country, this extensive coverage was how they learned they had the right to join the Teamsters union.

In the following weeks and months, more and more of these specialized workers began reaching out to Local 89 and Teamster Locals elsewhere to find out how they too could become members of our union.

The International and Local 89 began working closely together, holding information and strategy calls to explain the situation to other Locals. The Teamsters were preparing to seize this moment and by doing so strengthen our union by hundreds if not thousands more administrative and specialist workers at UPS across the country.

At Local 89, this resulted in several additional groups at different hubs in our jurisdiction rapidly reaching majority status on organizing cards. With the wind at our backs, our Local began preparing to demand recognition and run elections for more admins and specialists, but that would happily prove to be unnecessary.

The Teamsters Difference

After months of increasing coordination efforts between our Local and the International, it was time to do what had never been done before. General President O'Brien brought Local 89 President Avral Thompson, Business Agent David Thornsberry, and rank-and-file UPS specialists Pete Hinton and Brittany Jensen to the IBT headquarters in Washington D.C. where they sat down for negotiations with UPS.

In less than two weeks an addendum had been negotiated that officially added the administrative and specialist classifications into the UPS National Master Agreement. The addendum added several articles to help transition these newly unionized workers into the NMA, including language addressing wages, healthcare, pension, and a "Red Circle" for these unique positions.

Perhaps the greatest achievement saw UPS enter into a national neutrality agreement with the Teamsters, giving up to 5,000 more admins and specialists across the country a clear and easy path to join our union.

Shortly after the addendum was finalized, the Local 89 admins and specialists at LCH, the group the addendum was originally negotiated for, voted unanimously in its favor.



Pete Hinton, a member of the negotiating committee, speaks about the experience of working with General President O'Brien and President Thompson in the D.C. negotiations.



Brittany Jensen, a member of the negotiating committee, casts her vote.



The ballots are counted, revealing a unanimous yes vote.

highlights

UPS NATIONAL ADDENDUM FOR ADMINS AND SPECIALISTS

- UPS will automatically recognize any admin or specialist group covered by the agreement as Teamsters when a confirmed majority has signed organizing cards.
- Any group that achieves majority recognition will...
 - Receive an automatic \$2.75 wage increase if the group's majority status is confirmed before July 31, 2024
 - UPS will automatically begin covering healthcare premiums saving each worker hundreds per month, and the group will switch to TeamCare insurance the following year
- Any admin or specialist who had a UPS pension before the Company ended it will have their pension accruals started back up
- Any admin or specialist who started after the UPS pension had already been ended by the Company will begin accruing under the UPS/IBT Pension plan
- "Red Circle" language to ensure admins and specialists will not be bumped from their positions
- All other applicable protections and benefits from the UPS National Master Agreement, regional supplement, or Local Rider or other addendum

Going National

News of the benefits won in the addendum and the existence of a neutrality agreement has slowly but surely been spreading across the country. From coast to coast, the movement to bring these workers into our union is steadily gaining momentum. Every day brings a new lead to another Local as more admins and specialists learn the benefits they can automatically gain if their group simply signs organizing cards.

On March 27th, an independent arbitrator confirmed the majority status for another group of administrative and specialist workers at UPS Worldport. By just signing cards, this group of 125 workers became members of Teamsters Local 89 almost overnight, and automatically began receiving the benefits of the national addendum.

Victories are steadily appearing at other Teamster Locals as well. On April 16th another group of

administrative and specialist workers at a UPS facility in Richmond, Virginia joined Teamsters Local 322 after an independent arbitrator confirmed that they had achieved a majority of cards signed in their department.

The Fighting Thirty-Five

More workers are signing cards and more Locals are invoking neutrality every day, but we can't ever forget how this all started.

What began with 30 brave men and women at the Louisville Centennial Hub is now a national movement that will improve the lives of thousands of UPS admins and specialists, and strengthen our union with even greater rank-and-file power.

But those first admins and specialists at LCH didn't have a neutrality agreement - they endured months of union busting and had to win a contentious election to become Teamsters.

They weren't automatically recognized as union members by UPS - they were illegally fired, and it took until mere minutes before a strike was set to begin for UPS to put them back to work.

They didn't automatically receive raises, healthcare savings, pensions and job protections the moment they had a majority - they persevered through months of UPS stall tactics and fought alongside General President O'Brien and Local 89 President Thompson to wrest those gains from the corporate greed of UPS.

Those thirty-five UPS admins and specialists at LCH struggled, crawled, walked, were knocked down, but never stopped moving forward all so that every other worker like them at UPS could run.

Years from now, when there are thousands of UPS administrative and specialist workers in the Teamsters rank-and-file army, remember that it all started with thirty-five strong Teamsters who knew they deserved better and chose to fight for it.



Members of the LCH Fighting Thirty celebrate as the addendum they fought for passes unanimously.

2024 POLITICAL PRIMARY ENDORSEMENTS

In this issue we will only be highlighting endorsed candidates who have opponents in their primary races. Our full 2024 Political Endorsement list will be released on our website and newsletter prior to the November general election.

KENTUCKY

Louisville Metro Council

District 4 Please be advised, Teamsters Local 89 has two members running for this seat. Rather than try to pick between two members, we have chosen to endorse them both and encourage all members to vote for one of these two candidates.

Joshua Crowder
A Teamsters Local 89 member from UPS Worldport

Dino Johnson
A Teamsters Local 89 member from RCS

District 6 **Philip Baker**
Incumbent candidate

District 8 **Ben Reno-Weber**
Incumbent candidate

District 14 **Cindi Fowler**
Incumbent candidate

Kentucky State House

District 10 **Julie Cantwell**

District 30 **Daniel Grossberg**
Incumbent candidate

District 31 **Colleen Davis**

District 36 **William Zorn**

District 40 **Nima Kulkarni**
Incumbent candidate

District 41 **Mary Lou Marzian**

District 42 **Jonathan Musselwhite**

District 44 **Beverly Chester-Burton**
Incumbent candidate

District 48 **Kate Farrow**

Kentucky State Senate

District 33 **Gerald Neal**
Incumbent candidate

United States House of Representatives

District 3 **Morgan McGarvey**
Incumbent candidate



Teamsters Local 89 members at Clariant, a chemical manufacturing and warehousing facility, ratified a new three-year contract on April 15th. The Agreement passed by an overwhelming 97%, the highest in the shop's modern history.

The new contract contains historic economic gains for Clariant members across all classifications. Over the life of the agreement members will see wage increases of 21% for production and warehouse, 22% for maintenance, and 23% for electricians. Maintenance and electricians will also have the ability to get up to an additional 6% increase if they choose to test into additional certifications.

In addition to these significant increases, the existing shift differential for night-shift has been increased from \$0.35 cents to \$1.75 dollars. This differential will also apply to day shift employees any time they are required to work on a night shift, and will continue to apply to a night shift employee any time they are required to work on a day shift.

"This is the best contract we've ever had in my ten years of being with this company," said Chief-Steward and committee member Spencer Shull.

Another major improvement came in the on-call language for electricians. The new modifications strengthens the on-call position to give members in this classification a better work-life balance by establishing limits on the times workers can be called in, and guaranteed minimums of hours of work, and hours off work.

There were several other language improvements

in addition to these highlights, including an update to bereavement leave allowing for five paid days off for the loss of a spouse or child, up from two days.

This historic contract victory was achieved, as many at Local 89 are, by building a credible strike threat to ensure the Company knew members were prepared to do whatever it took to win. This included a unanimous strike authorization vote prior to the start of negotiations, which put enormous pressure on the Company from the outset.

"I'm very proud of this group of Teamsters," said Business Agent Alex Murphy. "They stuck together and fought for each other. They didn't just win the contract they wanted, they won the contract they deserved."

In addition to Murphy, who chaired negotiations, and Chief-Steward Shull, the Teamsters bargaining committee consisted of members Brent Amback, Jimmy Stewart, Joe Kroneman, John Reed, Earl Datson, Josh Morgenson, Albert Weaver and Ted Monroe.

Employing a team approach that has proven highly effective and is becoming more common for Local 89 negotiations, a number of other union staff assisted at various points including Recording Secretary Craig Burns, Business Agents Jay Dennis and Daniel Cartmill, and General Counsel Cody Hibbard.

Teamsters Local 89 would like to thank the rank-and-file members and union staff involved for their knowledge and dedication to winning a strong contract for the members at Clariant.



APH MEMBERS OVERWHELMINGLY RATIFY NEW THREE-YEAR AGREEMENT

In December, Teamsters Local 89 members at the American Printing House for the Blind (APH) voted by an overwhelming 85% to ratify a new three-year agreement containing record breaking improvements.



Local 89's negotiating committee blazed a path forward for APH wages with a \$2.00 dollar increase in 2023, a \$1.10 dollar increase in 2024, and another \$1.10 increase in 2025 for a total increase of \$4.20 dollars over the life of the agreement. These are the highest wage increases in the company's history, and in fact total more than the last three contracts combined.

"These raises are going to be life-changing for our APH members," said Business Agent David Thornsberry. "Our committee was determined to get as much money for their co-workers as possible, and I'm very proud of not just them but all our rank-

and-file members who have been involved in our contract campaign. This victory belongs to all of them."

For the first time, members at APH started a contract campaign a year ahead of the expiration date to build a strong foundation for negotiations. Members were heavily involved in proposal meetings, rallies, and job actions that had never been done before and clearly caught the attention of APH management. In fact, the Company's very first wage offer in negotiations was for a total of \$3.50 cents over the life of the contract. This initial offer was already double that of any prior contract and came with an explanation from the Company that they made a strong initial offer because they wanted to get an agreement "without a lot of fuss", clearly referencing the actions taken during the contract campaign.

"This is a huge step forward for these folks," said President Avral Thompson. "It's proof that when union members are engaged and active in a contract campaign, they win stronger agreements."

In a first for a Local 89 contract, APH's new agreement also gives employees two hours of paid time off to vote on Election Day each year if the employee requests the time in advance and provides proof that they voted afterwards. This is an important win that will encourage members to participate in State and Federal elections, and we hope it will set an example for other companies to follow.

Beyond the specific changes above, the new APH contract contains dozens of other improvements in both economic and non-economic categories including improvements to bereavement leave, reporting time pay for scheduled overtime, an increase in Short Term Disability, top rate pay after 45 days for senior technicians, technicians and maintenance utility workers, educational assistance, narrowing the circumstances in which supervisors can perform work, improvements in the grievance process, improvements to progressive discipline, and much more.

Local 89 would like to thank the hard working and dedicated Teamsters who served on the APH negotiating committee, including Business Agent David Thornsberry, Stewards Sirena Peters, Matt Cunningham and AJ De Luna, General Counsel Cody Hibbard, Organizer Bryan Trafford, and Communications Director Stephen Piercey.

From President Thompson, Secretary-Treasurer Cooper, and everyone at Teamsters Local 89 – congratulations to our APH members on their historic new agreement!





FIRST CONTRACT RATIFIED AT SYSCO LOUISVILLE WAREHOUSE

Workers at the Sysco Louisville Warehouse voted overwhelmingly in favor of ratifying their first contract on Saturday, April 6th. Less than two years ago, there were no organized Sysco workers in Louisville. After last year’s drivers’ contract and this warehouse ratification, Sysco Louisville has over 200 Teamster members, and is nearly wall-to-wall unionized.

Negotiations came to a head on March 27th, when Teamsters General Secretary-Treasurer Fred Zuckerman joined Local 89 President Avral Thompson, Business Agent Trey McCutcheon and the rank-and-file negotiating committee to inform Sysco management that we intended to be done with negotiations by the end of the following day. After months of slow, frustrating bargaining, Zuckerman's presence sent a message to the company that the Teamsters will not tolerate further games from Sysco management. The tense situation in Louisville followed a two-week strike for drivers in the same location last year, as well as a slew of other battles with Sysco across the country.

“This is Sysco’s typical strategy. They drag their feet and do bare-minimum bargaining hoping to tire out the workers and take the fight out of our members,” Zuckerman said. “But we have news for Sysco. The Teamsters aren’t messing around with this company anymore, not in Louisville or anywhere else. We want a contract for our members at Local 89 by end-of-day tomorrow.”



At 4pm on March 28th, with no agreement in place, Teamsters Local 89 walked out of negotiations. Knowing that members had already voted unanimously to authorize a strike, Sysco management relented in a matter of hours and agreed to the last of Local 89’s major proposals.

“Sysco knew we were ready to strike them when we walked away from negotiations and that’s why they gave in and agreed to our demands,” said President Thompson. “Our committee and our members held strong and built a credible strike threat, and the

International was ready to go all-in to support us. That’s how Teamsters get it done.”

The first contract includes substantial wage increases, with some members seeing as much as a 29% bump in pay. In addition, the agreement contains better protection language around safety, weekly pay, contract language on policies and procedures, holidays, and more. The new agreement covers both warehouse and finance workers.



Teamsters Local 89 would like to thank our dedicated rank-and-file negotiating committee members David Wimsatt and Amanda Jackoby for their expertise and the tireless hours they put into winning the best contract possible for their co-workers.

From President Thompson, Secretary-Treasurer Cooper and everyone at Teamsters Local 89 – congratulations to our new Sysco Warehouse members on your first contract, and welcome to our Local 89 family!





TEAMSTERS LOCAL 89 CELEBRATES 90-YEAR ANNIVERSARY

Teamsters Local 89 was originally chartered on December 27th, 1933. In its formative years, Local 89 quickly made a name for itself as a strong, no-nonsense union that was respected and feared throughout our jurisdiction. Ninety years later, we are proud to continue that tradition as one of the largest, most powerful, and militant Local Unions in the International Brotherhood of Teamsters.

A Brief History of Teamsters Local 89

Our first Principal Officer was Pat Ansboury, an Irish immigrant who put Local 89 on the map both literally and figuratively. Through aggressive organizing, Ansboury expanded Local 89 from only 26 members to over 7,000 at the time of his tragic death by heart attack in 1952.

President Paul Priddy, a long-time friend and fellow officer, took the reins in 1952. He continued Local 89's militant growth, and commissioned the construction of a new union hall which we still use to this day. He was still in office when he passed away in 1976 and remains our longest serving Principal Officer. During his time in office, Priddy also became the very first President of the Kentucky Conference of Teamsters and was highly respected by his peers in the labor movement.



Photo of Local 89 President Paul Priddy with legendary Teamsters General President Jimmy Hoffa, taken at the dedication of Local 89's union hall.

From 1977 to 1990 our Local would be led by Marion Winstead. During his time as President Local 89 would become home to the world's very first UPS Air Hub. Over the next decade that small air hub would exponentially grow to become the heart of the UPS Air operation.

The 1990s saw a rapid succession of Local 89 Presidents with Norman Hug from 1990-1992, Lon Fields from 1992-1999, and Robert Winstead in 1999.

Fred Zuckerman would serve as Local 89's President from 2000-2022. Under Zuckerman's leadership, our

Local expanded and rededicated itself to the militant, no-nonsense labor style of our formative years. During Zuckerman's term Local 89 would see the UPS Air Hub evolve into UPS Worldport, the largest and most important UPS operation in the United States. With the expansion at UPS and a renewed focus on organizing, Local 89 grew to over 17,000 members during Zuckerman's term, becoming one of the ten largest Local Unions in the Teamsters. In 2021, Zuckerman ran with Sean O'Brien and won the position of Teamsters General Secretary-Treasurer. In March 2022, Zuckerman was sworn into his new office and resigned his position at Local 89.

Since March 2022, Local 89 has been led by President Avral Thompson. Thompson, who is also a two-term Central Region Vice President and the Carhaul Director for our International, has continued the stellar growth and militant attitude that Local 89 is known for. In his short time in office, he has made Local 89 more financially secure than any other point in our history and has overseen an aggressive, breakneck pace of organizing that has helped us reach 18,000 members and that number continues to rise. Thompson's calm and friendly demeanor has quickly endeared him to everyone in Local 89, while his fiery tactics and demand for strong contracts and member participation has rapidly garnered respect for both him and our Local Union.



CELEBRATING BLACK HISTORY MONTH

In February, we looked back and celebrated the proud history of Black Teamsters at Local 89. From historical figures like Trustee and Reverend James L. Martin to our current staff like Business Agent Alex Murphy and Organizer Bryan Trafford, we are proud to have such amazing talent in our Local 89 family and our history.

To the many skilled and passionate Black Teamsters who serve as stewards, committee persons, or just active members, thank you for your dedication to making our union better and stronger. As said by great Teamsters many times over the years, we must always remember to leave our union in a better place for those who come after us.

Since our founding in 1903, the Teamsters union has never and will never have a color barrier. But that does not mean we shouldn't always push to be even better. It is up to all of us to strive for greater inclusion so that our union looks increasingly like our members.

We encourage all Black Teamster activists to get involved, become alternates or stewards, look to serve on negotiating committees and attend union meetings. If you want to be more active but do not know how, or need help, please reach out to us.

REMEMBERING T.A. STOWERS



In 1903, a joint convention was held between the Teamsters' National Union and Team Drivers' International Union which would create a new constitution that merged the two unions as the International Brotherhood of Teamsters.

At this historic convention was a Black delegate named T.A. Stowers from the Teamsters' National Union's Local 10 in Chicago. Stowers would play a pivotal role in the creation of our first constitution and ensured that the IBT was one of the few labor organizations of that era that did not include discriminatory language excluding Black members.

Although there was push back from some delegates in Southern states, Stowers was joined by many other early Teamster leaders who saw the changing times and understood that the labor movement could not stand united if there was a color barrier in place.

The Teamsters were one of the first labor organizations to recognize this important truth and our union has remained on the forefront of historic social issues such as civil rights, women's suffrage, LGBTQ rights, and more ever since.

Did you know?

In the early days of the American Labor Movement, it was tragically common for employers to respond to unions with violence and bloodshed. Strikebreakers like the Pinkerton Detective Agency were often hired to attack and even kill union members and labor leaders in the effort to stop workers from organizing.

Due to such terroristic tactics, labor leaders at the time such as T.A Stowers often opted to use their initials rather than their full names to protect themselves and their families.



T.A. Stowers at the 1903 Teamsters Joint Convention.

TEAMSTERS LOCAL 89 LOUISVILLE, KENTUCKY



TEAMSTERS LOCAL 89

LOUISVILLE, KENTUCKY



CELEBRATING WOMEN'S HISTORY MONTH

In March, we gave a shout out to all Local 89's amazing Teamster women, both past and present, in honor of Women's History Month.

Local 89 has been home to a number of amazingly talented and strong Teamster women such as retired Secretary-Treasurer Carolyn Washburn and current Trustee Kim Wolfe.

To all our Teamster Women, whether you are rank-and-file member, an activist, a steward or on the Local 89 staff, thank you for your passion and dedication to our union!

As Teamsters, we have a proud history of fighting for equality, and we must continue to do that even today. It is the duty of all Teamsters to encourage our sisters to be an active part of our union by attending meetings, joining the Local 89 Women's Committee, running for steward, seeking to serve on negotiating committees and more. We must ensure our union continues to evolve in the never-ending fight for equality.

If you want to be more involved in your union but aren't sure how, please reach out to us!

MARCH WOMEN'S COMMITTEE MEETING



THE NEXT WOMEN'S
COMMITTEE MEETING WILL
TAKE PLACE ON MAY 18TH

WINTER 2023 GENERAL MEETING & BG PARTY PHOTOS



SPRING 2024 GENERAL MEETING PHOTOS



TEAMSTERS LOCAL 89 ACTIVIST GROUPS

Do you want to be more involved in your union? There are several Local 89 activist groups that you can join to participate in activities, trainings and more. Scan the QR code to the right to learn more about these groups and how you can join one that you are interested in!



ACTIVIST GROUPS



The Futures Committee meets on the 2nd Sunday of each month from 6pm - 7pm.

The Futures is a committee for members of Local 89 under the age of 40. Its primary goal is to educate and encourage younger members to be involved in their union. In addition to monthly meetings, there are periodic social activities and direct action union trainings and events.



Louisville - Metro TNBC meets on the 2nd Saturday of each month from 1pm - 2pm.

The Teamsters National Black Caucus (TNBC) is an organization of black Teamster men and women, who are united by their special concerns for rights and conditions of workers. Working within the framework of the International Brotherhood of Teamsters Constitution, the TNBC seeks to address pressing issues confronting black workers ranging from increased participation to outreach to the African-American community and other communities of color.



The Teamsters Local 89 Women's Committee is committed to addressing the issues that Teamster women face in the workplace, growing our union through organizing, and empowering women to be a voice in the labor movement.

The Women's Committee meets periodically to discuss issues and plan future events.



The Retiree's Chapter meets each Thursday for breakfast, and meets for events throughout the year.

If you are a current Local 89 retiree or will soon retire, we strongly encourage you to join the Local 89 Retiree's Chapter. These brothers and sisters meet for Teamster fellowship and to discuss issues affecting retirees.

Dues for retirees are only \$25 per year and include all meetings and functions. For more information, contact Kim Wolfe.

2024 Teamsters Local 89 Scholarship Application

HIGH SCHOOL SENIORS ONLY

Do not apply until your last year of high school. Applicant must complete **ALL** fields to qualify.

APPLICANT INFORMATION

1. You must email a photograph to scholarship@teamsters89.com in order to complete your application. Please include your full name in the email. This photo will be used in the Teamsters Local 89 newsletter and social media if you receive a scholarship.

2. Name: _____ 3. Date of Birth: _____
Last First Middle Initial

4. Address: _____
Street City State Zip

5. Telephone: _____ 6. Email Address: _____

7. Gender: Male () Female () 8. Social Security Number: _____

SCHOOL INFORMATION

9. Name & Address of High School: _____

10. Expected Date of High School Graduation: _____

11. What College do you plan to attend? _____

12. Have you applied? Yes () No () 13. Have you been accepted? Yes () No ()

FAMILY INFORMATION

13. Full Name of Teamster Parent: _____

14. Social Security Number: _____

15. Place of Employment: _____

16. Relationship of Teamster Parent to Applicant (Choose One):

Father () Mother () Other (Please Specify) _____

Teamster Member Signature: _____ Date: _____

Applicant Signature: _____ Date: _____

Upon completing **ALL** fields above, mail or email this completed application to:

Teamsters Local 89
ATTENTION: 2024 SCHOLARSHIP FUND
3813 Taylor Blvd., Louisville, KY 40215

OR
scholarship@teamsters89.com
Subject line: 2024 SCHOLARSHIP FUND

DEADLINE: May 31, 2024

Applications for Local 89 scholarships for sons and daughters of ACTIVE members of the local union are now being accepted. Five scholarships will be awarded to male students and five scholarships will be awarded to female students. Each scholarship is for the sum of \$1,000. The parent or legal guardian of the award winners must have paid dues and worked in the jurisdiction of Local 89 for a minimum of 12 consecutive months to qualify as an active member. In the event a student winner does not attend college within three normal school years, the student shall forfeit all claim to the scholarship. The scholarship can only be used for furthering the student's education. If the student does not continue his/her schooling after enrollment, all unused monies will be returned to Local 89. This scholarship may only be received one time. Students who win a scholarship will be ineligible for all future Local 89 scholarships.



Date: Saturday June 15th, 2024

Registration: 7:00 AM

Shotgun start: 7:30 AM

Place: Iroquois Golf Course

Food and drinks are provided during the event!

Prizes for 1st, 2nd and 3rd place!

2024 Paul Priddy Memorial Golf Scramble

Saturday June 15th, 2024

REGISTRATION: 7:00 AM, SHOTGUN START: 7:30 AM

COST: \$75.00 PERSON / \$300.00 TEAM --CASH ONLY--

TO PARTICIPATE PLEASE COMPLETE & MAIL THE FORM BELOW

LIMITED TO FIRST 27 TEAMS

Return this completed entry form and cash fee to Janice Argo at the union hall.

Teamsters Local 89
3813 Taylor Blvd.
Louisville, KY 40215



Date: Saturday, October 5, 2024
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 27, 2024 | No Late Entries

CASH ONLY AFTER September 27, 2024

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, October 4, 2024.
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 6:00 A.M. on Saturday, October 5, 2024.
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 3:30 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 27, 2024

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

Scan the QR code above and follow us online for up-to-date information about your Local Union!

**DO YOU KNOW SOMEONE WHO WANTS A UNION IN THEIR WORKPLACE?
CONTACT OUR ORGANIZING DEPARTMENT AT
ORGANIZE@TEAMSTERS89.COM**



UPCOMING EVENTS

May 2024 TNBC Meeting - Saturday, May 11th @ 1:00pm

May 2024 Women's Committee Meeting - Saturday, May 18th @ 1:00pm

May 2024 Futures Committee Meeting - Sunday, May 19th @ 5:00pm

June 2024 TNBC Meeting - Saturday, June 8th @ 1:00pm

Summer 2024 General Membership Meeting - Friday, June 14th @ 7:30pm

July 2024 Futures Committee Meeting - Sunday, July 14th @ 5:00pm