

# TEAMSTERS LOCAL 89

## LOUISVILLE, KENTUCKY



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<b>VINNY RIVERA</b>	<i>Trustee and Assistant Business Agent</i>

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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

I'm very proud to share that 2023 has seen an explosion in Teamsters power. Nationally we've been ratifying new master agreements with historic pay increases and unbelievable work improvements. Just in the last six months alone we've seen national contracts at TForce Freight, ABF Freight and of course UPS being passed by 80% or more.

What's important about those percentages is that they show our members are very happy with the contracts they are voting on. And each time we've also seen record or near-record turnout. That high engagement is also a sign that members are excited about the Teamsters union again.

That sort of excitement catches on, and that's something we've also seen happening. We have been organizing at a breakneck pace nationally, but very importantly here at home. Just this year alone we have organized hundreds of drivers and warehouse workers at Sysco Louisville, hundreds of ABM shuttle drivers operating at UPS Worldport, and the list just keeps growing.

We've also been ratifying "White Paper" local contracts at extremely high rates, all with groundbreaking improvements the likes of which many members had never seen before. I have to take a moment to thank my fellow Local 89 officers, our agents and our staff because they are without a doubt the best of the best. Their talent and their ability to rally their rank-and-file members is a huge part of why we are so successful here in Kentucky and Southern Indiana.

I'm looking forward to seeing what the rest of this year and next will bring. If the last six months are any indication, the Teamsters are growing faster and stronger than I've ever seen in my lifetime, and it's very exciting to see our union leading the charge to bring militant action back to the American Labor Movement.





2023 saw the tragic closing of Yellow Freight, the largest remaining Teamsters LTL carrier in the United States. Yellow was the last remaining company in the National Master Freight Agreement (NMFA) after ABF split off to form their own national agreement. The NMFA, which was created by the legendary Jimmy Hoffa, was a monumental achievement for the labor movement and was at one time the largest and most powerful multi-employer contract in America. Sadly, with the closure of Yellow this historic national agreement is now effectively gone.

While corporate America and many media outlets have tried to point blame for Yellow's bankruptcy on the Teamsters, nothing could be further from the truth. As our members already know, Yellow's financial troubles go back decades. In the early 2000s, Yellow went on an ill conceived spending spree, buying out a number of other LTL carriers including USF Holland and Roadway, at which point they began operating as YRC Freight.

In 2008, when Yellow's unwise decisions put them in serious financial jeopardy Teamster members gave up significant concessions to keep the Company alive, including pension and wage reductions. Those sacrifices were never fully returned to our members and instead Yellow continued its unethical mismanagement while pocketing the money they were now saving.

Yellow's untimely demise is but the most recent example of corporate America's obsession with making the rich even richer at the expense of the working class. This was a company that should have been successful and profitable but it was strangled for every penny it was worth by corrupt CEOs and corporate vultures until it collapsed.

At Local 89 we are fortunate to have other employers frequently seeking CDL job applicants. Using that to our advantage, we have worked diligently with our former Yellow members to place many of them in new Teamsters positions. We will continue to do so for as long as we are asked to, because our union is a family, and we will always do our best to look out for one another.

Unfortunately none of that eases the feeling of loss. Many Yellow members had worked at the company for decades. Entire generations of Teamsters, grandfathers down to grandsons, worked at the same terminals. There was a camaraderie at one of these freight barns that you will seldom find elsewhere. These were sisters and brothers who had worked with one another for so long they knew each other better than some of their own kin.

That is what we have lost with the demise of Yellow Freight. Not just a job, or the name on the side of a truck, but a communal melting pot of Teamsters from different walks of life all banded together as one. Even if every one of our former Yellow members move into another Teamsters job, that community they once had at their terminal is something we can't get back. It was taken from us by corporate greed and by the wealthy elite's insatiable desire to see their own pockets padded with no regard whatsoever to what their exploits might mean for the working people of America.

Even now, as bankruptcy hearings approach, the corporate parasites who destroyed Yellow are seeking to enrich themselves further. Rather than take care of the thousands of displaced Teamsters who have had their entire lives uprooted, white-collar criminals like Darren Hawkins look to grind the bones of the company down to get even more money for themselves.

This is why the International Brotherhood of Teamsters has taken up the call for bankruptcy reform in the halls of our nation's capital. Immoral and uncaring corporate stooges cannot be allowed to use bankruptcy to take every last penny until there is nothing left for their former workers.

As we move forward from the tragic fall of Yellow Freight, we must use what happened here as a rallying cry to stop it from happening ever again. The working people of America deserve and demand justice for the wrongs perpetrated on them by the billionaire class, and the Teamsters will fight like hell to deliver it.







## DANIEL CARTMILL JOINS LOCAL 89 STAFF



In June, Local 89 officially welcomed Daniel Cartmill as the newest edition to our union's staff.

A Bowling Green native, Daniel first became a Teamster in 2000 when he began working at Fort Dearborn before becoming a member at Minority Auto Handling Specialists (MAHS) in 2014, where he eventually worked as a Class A CDL driver until being brought on our staff. In both of his Teamster jobs Daniel served as a union steward with a reputation for thorough knowledge of his contracts and has developed a strong fighting spirit by serving on six different negotiating committees during his twenty-three-year Teamsters career.

In addition to his excellent service as a steward, Daniel has a long history of volunteering to help his Local Union through organizing and political work as well as aiding stewards at different shops in the Bowling Green area when needed. To further his knowledge of unionism he has attended to the Chicago area Labor Notes conference – the largest

educational union conference in the United States, and he has participated in dozens of steward trainings and seminars.

Daniel will be bringing his talent and experience to our Local Union as our newest Business Agent, assigned to our Bowling Green jurisdiction and surrounding areas. He will be directly taking over several shops in the area as well as assisting other Business Agents who represent members in the area attached to National Master Agreements such as UPS, Carhaul and Freight. In addition, Daniel will work alongside Local 89's organizing department towards the goal of building up Teamsters strength and density in central and southern Kentucky.

President Thompson, Secretary-Treasurer Cooper and everyone at Teamsters Local 89 look forward to working with Daniel as the newest member of our staff and are excited to have a new Business Agent in Bowling Green!



# TEAMSTERS SUPPORT UAW MEMBERS ON STRIKE



In September, the United Auto Workers (UAW) began strikes against Ford, GM and Stellantis, known generally as "The Big Three". Rather than call an immediate national strike, the UAW is engaged in what they call "stand up" strikes where they are strategically targeting locations and expanding those locations weekly if progress is not made in negotiations.

Teamsters Local 89 President Avral Thompson also serves as the Carhaul Director for our International, making him a key figure in our union's efforts to support our UAW sisters and brothers.

Shortly before the strikes began, Thompson attended a rally at Louisville's UAW 862 Union Hall and spoke alongside their President, Todd Dunn, and UAW International President Shawn Fain. Thompson spoke to the gathered rank-and-file UAW members, as well as several carhaul Teamsters there to show support. In his speech he explained the need for

cross-union solidarity in our fight against corporate greed, and pledged the Teamsters support for the UAW during their strike.

"Teamsters know how to fight. Teamsters don't cross picket lines," said Thompson. "If it comes down to it that you can't get a fair contract and you have to strike, we're behind you 1,000 percent. None of their products will get delivered in the United States."

In the days that followed, Thompson visited UAW picket lines across the country. He alongside other Teamster leaders and members, have made it a priority to make sure the UAW rank-and-file see that the Teamsters union stands with them.

As of the time this newsletter was printed, the UAW strikes were still ongoing. Local 89 and the International Brotherhood of Teamsters will continue to support our UAW comrades for as long as their strike continues.





# SYSKO LOUISVILLE WAREHOUSE JOINS LOCAL 89



**SYSKO WAREHOUSE** - Late at night on September 29th, workers at the Sysco Louisville Warehouse voted by an overwhelming 92% to join Teamsters Local 89. Polling concluded at 8:00pm, and within minutes of ballots being opened it was clear that workers had emphatically chosen to make their warehouse a proud union shop.

Earlier this year Sysco Louisville Drivers held a highly publicized strike against their employer, resulting in a resounding victory and a powerful first contract. Local 89 had already been contacted by warehouse workers by then, but calls became much more frequent following the driver's success.

"Warehouse workers saw firsthand what the drivers were able to win by becoming Teamsters, and it didn't take long for them to realize they could do the same," said Organizer David Thornsberry.

Organizer Bryan Trafford added, "We're really excited to see them take the initiative to make their lives better, and we're ready to help them win a strong first contract."

For Local 89 President Avral Thompson this overwhelming victory was a cathartic experience. When Thompson first became a Business Agent for our union, one of his first tasks was working on an organizing drive at this very Sysco warehouse in the late 1990s. In that drive, Sysco management union busted and made many promises they never intended

to keep, and sadly convinced those workers not to become Teamsters. As Thompson and other Local 89 staff left after the count, Sysco management used the warehouse PA system to announce they were "union free, and proud to be".

"My whole career I've thought about that," said Thompson. "I've always wondered how different those people's lives would have been had they not bought into Sysco's lies back then. But I don't have to wonder anymore. As of today, the Sysco Louisville Warehouse is a Teamsters shop and we're going to fight like hell to win them a contract that makes up for lost time."

"We have an awesome organizing team at Local 89 with Bryan and David," said Secretary-Treasurer Jeff Cooper. "But we want to thank everyone who helped these workers win tonight. We had a lot of our staff involved in this. We had support from the IBT Organizing Department, and even a small army of volunteers who helped to knock doors and tell workers about the Teamsters."

From President Thompson, Secretary-Treasurer Cooper, and everyone at Teamsters Local 89 – congratulations to the Sysco Warehouse workers on their decisive victory, and welcome to our proud union family! We look forward to fighting side by side with you to win your first contract in the days to come.



# TYSON MEMBERS UNANIMOUSLY RATIFY NEW AGREEMENT



**TYSON** - Teamsters Local 89 members, who primarily haul live chickens for Tyson Foods in Albany, Kentucky ratified a new three-year agreement in August. The unanimously approved contract contains historic wage increases for the group, in addition to other gains.

CDL Drivers, Mechanics and Cage Repair will receive \$6.35 over the life of the agreement, while Load Out and Forklift drivers will receive \$5.35. The new contract also locks in healthcare and retirement benefits and adds a \$300 per year safety shoe allowance.

"These folks have been underpaid for way too long, especially knowing they work for a Company as rich as Tyson," said Business Agent Daniel Cartmill. "We're really proud of the work our committee

put in to winning the pay raises them and their co-workers deserved."

On top of the substantial economic improvements, Local 89 also secured five forklift jobs that the Company had been contracting out, and added additional classification moves to the bid process.

Teamsters Local 89 would like to thank Business Agents Daniel Cartmill and Jim Kincaid, Stewards Dale Hurd and Blake Gaffey, and rank-and-file members Dylan Tuck, Dawson Abbott, and Waylon Bradshaw for serving on the Tyson negotiating committee.

From President Thompson, Secretary-Treasurer Cooper and everyone at Teamsters Local 89, congratulations to our "Chicken Haul" members at Tyson on their historic agreement!

# NEW AGREEMENT RATIFIED AT ARAMARK



**ARAMARK** - In April, members of Teamsters Local 89 working for Aramark Uniform Services in Bowling Green and Hopkinsville ratified a new four-year collective bargaining agreement by 95%.

The new agreement increased wages by more than

22%, increased commission rates and doubled them on most new business categories and maintained health insurance with no increases in member paid premiums. In addition to these impressive economic gains, the contract also included improved



scheduling for vacation and personal days, improved safety meeting language, and more.

“Our committee stayed steadfast throughout the process,” said Business Agent Bill Miller. “Aramark is known for dragging out negotiations, but we took a no-nonsense approach and held the company to a strict timeline to win the best contract possible.”

“There are many other Local Unions in Joint Council 94 and beyond who are also in negotiations with Aramark right now,” said Business Agent Jay Dennis. “They supported our efforts to win a strong contract, and we’re going to do the same for them. That’s what the Teamsters do.”

Teamsters Local 89 would like to give a special thank you to Stewards Greg Schrader and Scott Becham, and rank-and-file committee member Karry Dale Rich for the work and dedication put into winning a strong contract for themselves and their co-workers. The strength of our union is in the determination of our members and having them at the bargaining table is paramount to our success.

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

## FIREKING TEAMSTERS CELEBRATE STRIKE ANNIVERSARY

**Fireking** - In May, members in Southern Indiana celebrated the one year anniversary of their victorious twelve week strike against Fireking. Members met at a nearby park to eat, drink and share stories about

their time on the picket line. Local 89 Business Agent Jay Dennis and Communications Director Stephen Piercy joined members at their gathering.





# APH TEAMSTERS FIGHT BACK

**APH** - Local 89 members at American Printing House for the Blind (APH) began negotiations for their next contract on September 28th, with several more dates planned for the future.

Leading up to negotiations, members have been engaged in a months long contract campaign to prepare them to fight for a fair contract. In August members participated in a very successful walk to ask nearby businesses and residences to display signs of support. Near the end of the month they

held a rally outside of their workplace where Local 89 and guest speakers educated the public about the struggles our APH members faced.

"These members deserve so much more than what their management team gives them," said Business Agent David Thornsberry. "And if APH isn't going to give, our committee is just going to have to take it."

To all our APH members, stand strong and support your negotiating committee. The full might and resources of Teamsters Local 89 is behind you!







On September 23rd, Shuttle Bus Drivers at ABM overwhelmingly ratified their first Teamsters contract with just one “no” vote cast. At approximately 180 employees this is the largest newly organized shop to be added to Local 89 in decades and is one of the largest organizing victories of any union in modern Kentucky history.

These drivers, who shuttle Local 89 UPS members to and from their work areas at the massive Worldport air hub, were first organized in March of this year. Local 89 swiftly held proposal meetings and began negotiations where progress proved steady, but slow. In August, ABM members unanimously voted to authorize a strike if their demands weren’t met. With enormous pressure from members, Local 89, and with support from the International Brotherhood of Teamsters, a tentative agreement was reached on September 14th.

ABM workers chose to organize with Teamsters Local 89 after years without raises, substandard pay, harassment from supervisors, atrocious health insurance, and a lack of many other benefits that are typical in a Teamsters contract. Due to their commitment to making ABM a better place to work, they now have a life-changing first Teamsters contract that ranks among the best first agreements in our Local Union’s history.

“This is one of the strongest first contracts I’ve ever seen at Local 89,” said Business Agent Jay Dennis. “And we owe that to the tremendous amount of teamwork those of us at Local 89 poured into this, as

well as the phenomenal job done by our rank-and-file negotiating committee. Most of these folks had never been in a union prior to this, but they handled bargaining like they’d been doing it for years. They were very impressive.”

Workers received radical improvements in economics, including five dollars in raises over the four-year life of the agreement. The first two dollars of those raises went into effect immediately, and the third will be applied on January 1st of 2024, giving workers who hadn’t seen a raise in years a three dollar jump over just a few months span. By the final year of the contract, a full-time driver working a basic 40-hour work week will see their yearly income increase by approximately \$10,000 dollars or more with overtime.

The largest economic gain, however, was easily in healthcare. Beginning January 1st of 2024, all full-time ABM employees will be eligible for coverage under the Michigan Conference of Teamsters Health and Welfare Fund, a broad and all-inclusive plan that includes medical, prescription, dental, vision, short term disability, and life insurance. The coverage in this healthcare plan alone is enough to radically change workers’ lives, as the plan previously offered by the Company was bare bones at best. The Company will be paying a significant premium for this new healthcare plan, anywhere from \$137 dollars to \$399 dollars per week per employee, depending on the coverage selected.

In addition to wages and healthcare, drivers also





gained economic language for paid holidays, faster vacation accrual, reporting pay, daily guarantees, and much more. There were also substantial gains on non-economic items such as seniority rights, anti-harassment, a fair and consistent progressive disciplinary policy, safe equipment language, the ability to have cell phones at work, dress code improvements, and solutions to a host of other issues members had brought to light during contract proposals.



“We couldn’t be happier to have these shuttle drivers join our Local 89 family,” said President Avral Thompson, who was extensively involved throughout the organizing and negotiating process. “Our Local has a great team for first contract negotiations, and the way we pulled together to make sure we did the best possible for these folks really showed that. I’m very proud of our staff, our bargaining committee

members, and this new contract.”

Local 89 attacked ABM’s first contract negotiations from multiple angles by assigning Business Agent Jay Dennis as the chair, but also including General Counsel Cody Hibbard for legal issues, Organizer Bryan Trafford to continue organizing the rank-and-file members around issues, and Communications Director Stephen Piercey to ensure ABM members stayed informed and engaged through the contract campaign. Support was also constantly being provided by President Thompson, Secretary-Treasurer Jeff Cooper, Recording Secretary Craig Burns, and the International Brotherhood of Teamsters. This approach allowed for every issue to be tackled from multiple angles, from many points of view, and from several different areas of expertise, resulting in a very well-rounded agreement.

Finally, we would be remiss not to highlight the substantial contributions from our rank-and-file bargaining committee members; Curtis Durst, Nachell Beeler, Generia Samuel, Dan Pendleton, Edward Yarbrough, Brayton Phair and Vonda Shuff. These amazing brothers and sisters worked incredibly hard throughout the process to ensure their contract would meet the needs of their co-workers. The insight and dedication they provided were paramount in the creation of this impressive first contract.

From everyone at Teamsters Local 89, congratulations to our new members at ABM and welcome to our proud union family!



# THE WAR ON BIG BROWN

*How the Teamsters took on UPS and won.*

## Teamsters Victorious

In August, UPS Teamsters across America ratified a new five-year agreement by an unprecedented 86.3%, with an all-time high of 58.1% of members participating in the vote. The contract officially went into effect on August 25th after one final area rider in Florida was voted and accepted by the members it covered.

This record ratification and turnout was the result of a twelve-month long contract campaign spearheaded by General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman that Local Union's across the country participated in. That campaign was designed to keep members informed and involved in the negotiating process, increase public knowledge of the contract fight, and most importantly to build a credible strike threat that UPS could not ignore.

The campaign marked a massive change in direction from how the Teamsters had approached UPS negotiations under the James. P. Hoffa administration in 2013 and 2018. The campaign accomplished its goals by involving our rank-and-file members like never before. Updates about national negotiations were consistently being sent out by the International which helped to keep members actively engaged. A staggering 97% nationwide strike vote was taken, with members voting in person at their union halls which helped them feel actively engaged in the process. Locals across the country held powerful and energetic Practice Pickets in front of UPS facilities to give members the chance to show both management and the public that they were prepared to hit the streets if that's what it took. In a historic first, the vast majority of campaigning at Local 89 was done by rank-and-file volunteers, such as those on our Future's Committee, giving our members direct ownership over their contract. With members involved to such a record degree and the public watching closely, UPS had no choice but to recognize that the Teamsters had the upper hand. All of this culminated in the most historic Collective Bargaining Agreement in UPS history, and a landmark achievement for the entire American Labor Movement.

## Credible Strike Threat

This achievement was no accident; it was won through grit of our union, the determination of our leadership, and the readiness of our 340,000 UPS Teamsters to strike if that's what it took. Once UPS recognized that the Teamsters were not just talking tough, that this strike threat was real, they began negotiating more seriously than ever before.

Make no mistake, this victory was won by the unity of Teamsters across the country forcing UPS to the very edge of a cliff, and making it clear that it was time to pay up, or be shut down by a strike.









The Teamsters' new agreement with UPS is a landmark contract for the labor movement and will improve the lives of hundreds of thousands of workers and their families. The historic gains that our entire union achieved to increase wages, protect and expand benefits, and strengthen working conditions will have positive and far-reaching effects for workers everywhere.



Sean O'Brien  
Teamsters General President







## Historic Agreement

The economic leaps made in this new agreement cannot be understated. The myriad of victories won add up to an unprecedented \$30 billion dollars in economic gains, making this the richest contract in Teamsters history.

In the National Master Agreement we saw unprecedented wage increases of \$7.50 over the life of the contract, with the first \$2.75 coming immediately upon ratification. We saw "Longevity Increases" were introduced for senior part-time members for the first time ever, rewarding them for their years of service and giving them separation from those coming in at the new national starting wage of \$21 per hour. We even saw protection for Market Rate Adjustments (MRAs), ensuring that members at locations such as Worldport who were already making a higher rate of pay than the contract specified would still get all their raises added on top.

A significant boost in pension was added to the National, which covers our UPS members at Local 89, giving them access to a greater quality of life when they retire. Air conditioning for Package Cars, a cause the Teamsters have been fighting decades for, will finally be a reality. And the list goes on and on.

In fact, there was not a single concession by our union in the UPS contract, a feat that has never been accomplished before!







## Riding High

But it wasn't just the National Master Agreement that made history. At UPS Worldport, the largest air hub in America where 10,000 Teamsters employed, Local 89 negotiated the strongest Louisville Air Rider ever seen.

The new Air Rider contains dozens of significant improvements, including the largest number of new full-time jobs in Worldport's history. New shuttle procedures and at least one guaranteed shuttle compensation bonus mark a gigantic leap forward in improving worker transit times, and provide a platform to go even further in the future.

Additional vacation pay for our part-time ranks, a long sought change, was finally achieved. Part-time daily guarantee was increased to 3.5 hours. 6-Hour pensions were increased, and will now automatically adjust to 75% of a full-time employee's pension whenever they are improved in future contracts. Beyond these highlights, dozens of other language improvements were made on safety, sick leave,

department specific issues, and many other items.

This was without a doubt the biggest leap forward in the Louisville Air Rider's history, a fact that members clearly understood. The Louisville Air Rider passed by a record high 80%, with the second strongest turnout in Worldport history. The participation and overwhelming margin is proof of members being happy with their new contract, and excited about the future of their union.

All of us at Teamsters Local 89 are proud of what was accomplished in these UPS negotiations, and we want to thank all of our officers, agents, staff, stewards and rank-and-file member activists who worked hard to help achieve this unprecedented victory.

This is not the end of the fight, it's only the beginning. We have let UPS and the public know that the Teamsters are back in fighting form. The countdown to round two in 2028 has already started, and we will all need to be ready to go to war again. See you in five years, UPS. Tick tock.





## NATIONAL CONTRACT RATIFIED AT ABF FREIGHT



**ABF** - In July, Teamsters overwhelmingly ratified a new ABF National Master Freight Agreement. This new five-year agreement provides members with improvements to wages, benefits, and working conditions among other gains. The ABF contract covers approximately 8,600 members across the United States.

Members received an immediate \$3.50 per hour increase with a total of \$6.50 over the life of the

contract. MLK Day was added as a new paid holiday, as well as two additional paid sick days per year beginning in 2024. The National contract includes a number of provisions to protect workers rights and wellbeing. It prohibits the use of invasive technology and ensures new guardrails against the use of autonomous vehicles or freight transportation without drivers/operators in order to strengthen job security.

## NATIONAL CONTRACT RATIFIED AT TForce FREIGHT



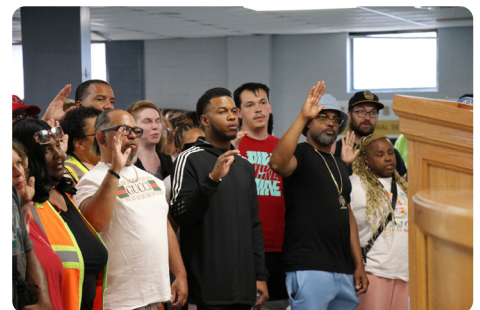
**TForce** - In August, Teamsters ratified a new TForce contract by an overwhelming 81%. The new five-year agreement provides wage increases that are double what was in the previous contract, shorter progression for newly hired employees, and a host of other changes. The contract covers nearly 8,000 members throughout the country.

In addition to the significant jump in raises, there

were a host of other improvements, including a pension increase in year four of the contract, work rule protections for double time on a seventh day, co-pay reductions for members health insurance plan, additional discretionary days, payroll penalties, protections against sub-contracting and discipline from technology such as cameras and autonomous vehicles, and much more.



# SUMMER 2023 GENERAL MEETING PHOTOS





# FALL 2023 GENERAL MEETING PHOTOS





# LOCAL 89 AT THE 2023 WOMEN'S CONFERENCE





# LOCAL 89 AT THE 2023 TNBC CONFERENCE













# *Congratulations to our 2023 Teamsters Local 89 Scholarship Winners!*



## **Mateo Barrientos**

Son of Karina Leos Garay, UPS  
Graduate of Butler Traditional High School  
Attending University of Louisville



## **Andrew Mattingly**

Son of Chris Mattingly, UPS  
Graduate of Christian Educational Consortium  
Attending University of Louisville



## **Cameron Casey**

Daughter of Mark Casey, UPS  
Graduate of Eastern High School  
Attending University of Louisville



## **Katelynn Mayhew**

Daughter of John Mayew IV, UPS  
Graduate of Bullit Central High School  
Attending Jefferson Community & Technical College



## **Noah Dabney**

Son of Neil Dabney, UPS  
Graduate of Taylor County High School  
Attending Campbellsville University



## **Brynna Miley**

Daughter of Kevin Miley, UPS  
Graduate of Jeffersonville High School  
Attending Indiana University Bloomington



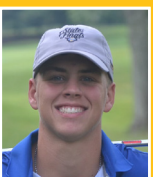
## **Dominik Fackler**

Son of Jerome Fackler, RCS  
Graduate of Bullit East High School  
Attending Eastern Kentucky University



## **Natalie Miller**

Daughter of Rick Miller, UPS  
Graduate of DuPont Manual  
Attending Tulane University



## **Seth Hooe**

Son of Roy Hooe II, UPS  
Graduate of Silver Creek High School  
Attending Wabash College



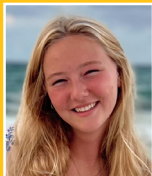
## **Damon Montanez Jr.**

Son of Janice Louise Strickland, UPS  
Graduate of Male High School  
Attending University of Louisville



## **Meghan Jarboe**

Daughter of Craig Jarboe, UPS  
Graduate of North Oldham High School  
Attending University of Kentucky



## **Emma Morton**

Daughter of David Morton, UPS  
Graduate of Eastern High School  
Attending Boyce College



## **Ray Larberg**

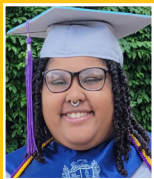
Son of Lonnie Larberg, Fireking  
Graduate of New Albany High School  
Attending Wabash College



## **Austyn Peak**

Son of Andy Peak, UPS  
Graduate of DuPont Manual  
Attending Morehead State University





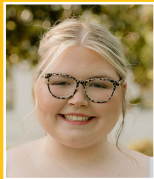
### **Avianna Prentice**

Stepdaughter of Alex Murphy, Local 89  
Graduate of Marion County Moore School  
Attending University of the Cumberlands



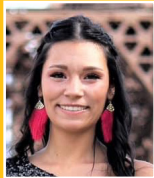
### **Lauren Potts**

Daughter of Danna Potts, Yellow Freight  
Graduate of South Oldham High School  
Attending University of Kentucky



### **Brooklyn Reams**

Daughter of Jason Reams, Jack Cooper  
Graduate of Elizabethtown High School  
Attending Eastern Kentucky University



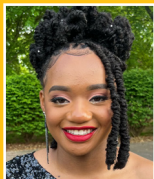
### **Kyleigh Schmidt**

Daughter of Joshua Schmidt, Zenith Logistics  
Graduate of Bullitt Central High School  
Attending University of Kentucky



### **Emma Sympson**

Daughter of Jerry Sympson, UPS  
Graduate of Bethlehem High School  
Attending Bluegrass Community and Technical College



### **Jakayla Thompson**

Daughter of Jarvis Thompson, UPS  
Graduate of DuPont Manual  
Attending Boston College



### **Cody Tudor**

Son of Eddie Tudor, UPS  
Graduate of Central High School  
Attending Coastal Carolina University

## **Additional 2023 Scholarship Winners With No Photo Submitted**

#### **Conner Boley**

Son of Anthony Boley, Brown Foreman  
Graduate of North Bullitt High School  
Attending Morehead / Marshall

#### **Brayden Ernsperker**

Son of Brian Ernsperker, UPS  
Graduate of DeSales  
Attending Brescia University

#### **Logan Garmon**

Stepson of Jason Mays, UPS  
Graduate of Allen County Scottsville  
Attending University of Kentucky

#### **Aya Hagan**

Daughter of Christa Craig, UPS  
Graduate of Brown School  
Attending Eastern Kentucky University

#### **Rylie Kayrouz**

Daughter of John Kayrouz, RCS  
Graduate of Assumption High School  
Attending Bellarmine University

#### **Anthony Lawless Jr.**

Grandson of Sharon Lawrence, UPS  
Graduate of Western High  
Attending Jefferson Community & Technical College

#### **Hannah McIntosh**

Daughter of Steven McIntosh, UPS  
Graduate of Assumption High School  
Attending Western Kentucky University

#### **Kaylani Melendrez**

Daughter of Wilbert Melendrez, Zenith Logistics  
Graduate of Spencer County High School  
Attending Berea College

#### **Sydney Netherton**

Daughter of William Netherton, UPS  
Graduate of Sacred Heart Academy  
Attending University of Kentucky

#### **Hannah Page**

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

#### **Breanna Phillips**

Daughter of Rose Phillips, UPS  
Graduate of North Bullitt High School  
Attending Brescia University

#### **Kenden Rice**

Son of Kenyon Rice, UPS  
Graduate of Southern High School  
Attending Jefferson Community & Technical College

#### **Abigail Slaughter**

Daughter of Christopher Slaughter, UPS  
Graduate of Pleasure Ridge Park  
Attending Jefferson Community & Technical College

#### **Kenzie Underwood**

Daughter of John Underwood, UPS  
Graduate of Home Schooling  
Attending Campbellsville University

#### **Charles R. Walden**

Son of Charles Walden Jr., UPS  
Graduate of Henryville High School  
Attending North American Lineman Training Center

#### **Chase Wiehebrink**

Son of Christopher Wiehebrink, Bimbo Bakeries  
Graduate of Bullitt East High School  
Attending University of Louisville



## 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.



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.



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.

## GENERAL MEMBERSHIP MEETINGS

Each quarter Teamsters Local 89 holds a General Membership Meeting to directly update our members about what is happening in our union. These meetings are held at 7:30 pm at the Teamsters Local 89 Union Hall in Louisville, Kentucky.

The schedule for the next four General Membership Meetings are as follows:

**Winter 2023** - Friday, December 8th

**Spring 2024** - Friday, March 8th

**Summer 2024** - Friday, June 14th

**Fall 2024** - Friday, September 13th



# 2023 POLITICAL ENDORSEMENTS

## KENTUCKY

### Governor

#### Andy Beshear

One of only two Governors across the country to write a letter in support of Teamsters against UPS. Vetoed a terrible Autonomous Vehicle bill that could have killed jobs across the commonwealth. Requires contractors to use union labor on economic development projects such as Blue Oval in Glendale, Kentucky and many more.

### Lieutenant Governor

#### Jacqueline Coleman

A teacher and true ally in the Governors administration.

### Attorney General

#### Pamela Stevenson

A former Air Force Colonel and current state representative has always voted with our priorities even knowing the measure would fail. Introducing legislation to require two person train crews, paid sick leave.

### Secretary of State

#### Buddy Wheatley

A former firefighter and house legislator. An ardent supporter of our essential worker bonuses program, has introduced legislation to repeal RTW and also strengthen collective bargaining.

### Commisioner of Agriculture

#### Sierra Enlow

### State Auditor

#### Kim Reeder

### Jefferson County Court 5th Division

#### Mason Trenaman

A proud son of Agent Tom Trenaman he worked his way through college and law school at UPS, Kroger warehouse and other Teamster jobs. Has always been a friend to this local whenever we've called.

### Louisville Metro Council District 6

#### Phillip Baker

## INDIANA

### Charlestown Mayor

#### Treva Hodges

### Fishers City Council

#### Bill Stuart

### New Albany City Council

#### Adam Dickey

### Jeffersonville City Council at Large

#### John Perkins

### Clarksville Town Council

#### Bob McEwen

### Clarksville Town Council at Large

#### Russell Brooksbank



**TEAMSTERS LOCAL UNION NO. 89**

Affiliated with the International Brotherhood of Teamsters  
3813 Taylor Blvd., Louisville, KY

**NOTICE OF 2023 NOMINATIONS AND ELECTION OF LOCAL UNION OFFICERS**

Nominations for the offices of President, Vice-President, Secretary-Treasurer, Recording Secretary and three (3) Trustees will take place at a meeting to be held on:

**Tuesday, November 14, 2023 at 7:00 P.M.**

**at Local 89's Meeting Hall (3813 Taylor Blvd., Louisville, KY 40215).**

The terms of office will commence on January 1, 2024, and will run until December 31, 2026.

To be eligible to run for office in the Local Union, a member must be in compliance with Article II, Section 4(a)(1) of the International Constitution. A member must be in continuous good standing and actively employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5 of the International Constitution concerning the payment of dues for a period of twenty-four (24) consecutive months together with no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Periods of unemployment during the twenty-four (24) month period preceding the nomination shall not be considered a break in active employment at the craft within the jurisdiction of the Local Union if the nominee was actively seeking and available for employment in the craft and not working outside the craft during such periods of unemployment. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

Nominations and seconds can be made from the floor at the November 14th meeting or in writing. All written nominations or seconds must be received by the Independent Election Supervisor no later than 5:00PM on Tuesday, November 14, 2023. Nominations must be made by a member in good standing other than the nominee, and seconded by a member in good standing other than the nominee, and must be accepted by the nominee at the time made either orally or in writing. Written nominations, seconds, or acceptances should be sealed, addressed, and sent by certified mail to: Independent Election Supervisor c/o Local 89 Secretary-Treasurer, 3813 Taylor Blvd., Louisville, KY 40215. Candidates may accept nomination for only one (1) office and members may nominate one (1) candidate, but only one (1), for each office open. For members to be eligible to nominate or second a nomination, a member must have his or her dues paid through the month of October 2023. Prospective nominees are advised to verify, in advance of the nominations meeting, the eligibility of their prospective nominators and seconders. Copies of the Articles of the International Constitution and the Local 89 Bylaws, which include the rules governing the conduct of this election, are available upon request to Local 89's office.

**ELECTION**

The election of officers will be held by secret ballot in accordance with procedures established by the Local Union Executive Board, which include the following:

<b>Date and Time:</b>	<b>Day 1:</b>	<b>Friday, December 15, 2023</b>
		<b>8:00AM – 8:00PM</b>
	<b>Day 2:</b>	<b>Saturday, December 16, 2023</b>
		<b>8:00AM – 8:00PM</b>
<b>Place:</b>		<b>Teamsters Local 89 Union Hall</b>
		<b>3813 Taylor Boulevard</b>
		<b>Louisville, Kentucky 40215</b>

**VALID PHOTO ID WILL BE REQUIRED AT THE POLLS.**

The ballots will be counted at the Local 89 Union Hall, 3813 Taylor Boulevard, Louisville, Kentucky on December 16, 2023, after the polls have closed.



“Automatic Absentee Ballots” will be mailed on or about November 21, 2023, to members in good standing who are employed outside of a fifteen (15) mile radius of the Local 89 Union Hall. Any qualifying member in good standing who does not receive his or her Automatic Absentee Ballot within a reasonable period of time from the November 21, 2023, mailing date must request a “Duplicate Absentee Ballot” by 4:00PM on November 28, 2023. Duplicate Absentee Ballots will be mailed on or about December 4, 2023.

“Requested Absentee Ballots” may be obtained by calling the Secretary-Treasurer of the Local Union; by walk-in; or by mailing a request to the Secretary-Treasurer at the Local Union’s headquarters in Louisville. No specific reason for the Requested Absentee Ballot is required. The request need only include the name, address, and last four numbers of the social security number of the member requesting the ballot. The last four of the social security number information is necessary in order for the Local Union to confirm the requesting member is accurately identified.

If a request for a Duplicate Absentee Ballot or Requested Absentee Ballot is made via telephone or walk-in, the requesting party must be the member to which the request is being made. No one shall be allowed to make a request for a Duplicate Absentee Ballot or Requested Absentee Ballot on behalf of another member. If the request is made in writing, only one Duplicate Absentee Ballot or Requested Absentee Ballot will be accepted per envelope. Multiple requests in one envelope will be deemed invalid by the Election Supervisor. Any request for a Requested Absentee Ballot must be received by 4:00PM on November 28, 2023. Requested Absentee Ballots will be mailed, along with Duplicate Absentee Ballots, on or about December 4, 2023.

The Independent Election Supervisor retains the right to challenge any absentee ballot request prior to distributing the absentee ballot. To be counted, all absentee ballots (Automatic, Duplicate, and Requested) must be returned to the designated post office box no later than 12:00PM (noon), Saturday, December 16, 2023. All Absentee ballots (Automatic, Duplicate, and Requested) will be cast using the double envelope system, and each absentee ballot voter will receive instructions for voting with the paper ballot, a ballot envelope, and a return-addressed, stamped envelope and ledger, barcode, or social security number on the back of envelope.

Instructions for completing absentee ballots will be enclosed in the ballot packages. This is a secret ballot vote. Do not give your ballot to anyone. You should mark your absentee ballot in private and mail your absentee ballot, sealed in the secret ballot envelope, to the designated Post Office Box in the postage paid, business reply envelope provided. Member identification information to be entered on the outer envelope will be used only to determine voter eligibility and will not affect the secrecy of the ballot.

To be eligible to vote, a member must be in good standing and have his or her full initiation fee and dues paid through November 2023. Members will have until 4:30 P.M. on December 14, 2023 to pay their fees and dues at the Local Union’s office in order to have their ballots counted. A member on dues check-off shall not lose good standing as a result of failure by the employer to make a proper deduction for any month in which the member had earnings from work performed during the month from which the dues could have been deducted or has earnings from which the employer normally makes a dues deduction pursuant to the contract or established practice.

Any pre-election protest must be filed with Local 89's Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution. Any post-election protest must be filed with the Secretary-Treasurer of Joint Council No. 94 in accordance with Article XXII, Section 5(b) of the International Constitution.

Fraternally,

**THE EXECUTIVE BOARD OF TEAMSTERS LOCAL UNION NO. 89**





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](mailto:ORGANIZE@TEAMSTERS89.COM)**



**Winter General Membership Meeting  
December 8, 2023 @ 7:30 PM  
Teamsters Local 89 Union Hall  
3813 Taylor Boulevard  
Louisville, Kentucky 40215**