



The Official Publication of the International Brotherhood of Teamsters Local 89

Teamsters

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Fall 2013



Support Your Fellow Teamsters This Holiday Season...

Buy American Greetings!



Report to the Membership

By President Fred Zuckerman



UPS Members Continue to Fight!

The Central Region Supplement narrowly passed last month. However, I am proud to say, Local 89 members voted overwhelmingly against this concessionary and dangerous agreement. I am extremely proud of all our UPS members who stepped up and exercised their democratic right to vote on their contract. While many of you were very disappointed in the results, I assure you, we will continue to work diligently on your behalf and make the best of this agreement. By standing together, we can overcome these obstacles to continue to ensure a better life for UPS Teamsters.

At press time, we have re-entered negotiations for the Air Supplement. While the direction and progress of these talks remains to be seen, we are firm in our resolve to fight on your behalf to get the contract your family and you deserve. However, this cannot be done through Local 89 officials and the Negotiating Committee alone. We need EVERY eligible Air District Teamster to vote when it comes time to do so. While I am very proud of the turn out in the Central vote, if just 2000 more Local 89 members would have voted, we would have rejected the contract. EVERY MEMBER HAS A DUTY TO EXERCISE THEIR RIGHT TO VOTE!

Women's Conference

On the weekend of September 19th, Local 89 sent some of our most active and dedicated sisters to the IBT Women's Conference in New Orleans. During the three-day conference, these members attended workshops and meetings to learn new strategies to represent the members in the workplace. These women represent a new direction for the Teamsters Union in which equality goes without question and our leadership is as diverse as our membership. Thank you to all these strong sisters who attended!

Contract Victories

The victory at World Wide Corrugating is not only a victory for these proud members, but our entire Local. By standing against an employer scheme to end the strong Teamster presence in workplace, we won back union representation for these members and delivered a new contract in the process. While the case remains in the court systems regarding details such as back pay, I'm proud to report these members are back on the job!

We also had contract ratifications at Valspar and Canteen Vending. I want to congratulate these brothers and sisters. In addition, contracts were won at IMI New Albany and Clarksville along with Sentinel Transport and Horseshoe Casino. Thank you to all who attended and voted in at the contract meetings. Through your solidarity, you won the wages and benefits you have earned through your hard work!

Buy Union This Holiday Season!

As we enter into the Holiday Season, it is important that we all make an effort to buy union whenever possible. American Greetings is a prime example of a product you can purchase to help out your fellow Teamster. These products can be bought at a very large number of retailers throughout the Local 89 jurisdiction. When you send your friends and family cards for the Holidays, be sure to make it American Greetings with the American label. Buy union. Buy American.

Executive Board

Fred Zuckerman
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Colvin "John" Bolton
Secretary-Treasurer

Avral Thompson
Vice-President

Ben Bramble
Recording Secretary

Kenny Lauersdorf
Trustee

Paul McIntosh
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Jay Dennis

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Craig Burns
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Brian Hamm
Paul McIntosh
Vinny Rivera

Construction
Jeff Cooper
Jim Kincaid

Freight
Kevin Oliva

Carhaul
Avral Thompson

Food, Bakery, Warehouse & Miscellaneous
Ben Bramble
Aubrey Cheatham
Rick Curtis
Ken Lauersdorf
Roy Reynolds

Bowling Green & Surrounding Areas
Chris Alford

CONTRACTS

World Class Corrugating Teamsters Accept Offer—Return To Work

Members at World Class Corrugating ratified a three-year agreement by a 2/3 majority. Accepting the agreement meant the return of Teamsters back to the workplace after a lengthy struggle to win back jobs and union recognition. Prior, these members worked for Wheeling Corrugating which was sold to WCC who moved to end union presence in the company.

This past Summer, the National Labor Relations Board issued a complaint against World Class Corrugating stating they were a “successor employer”. The complaint contends the company discriminated in the hiring of Wheeling employees despite its operations remaining essentially unchanged after last year’s purchase. Possible remedies for the NLRB’s complaint remain in the legal process, despite the reaching of an agreement. A court date for the WCC case will be held on Jan. 6th, 2014.

World Class Corrugating members are very pleased to be back on the job. “It’s good to be back”, said Brother John Nash. “It feels great to be a Teamster again!”

Moving forward, these Teamsters are hopeful about their new



Agent Roy Reynolds with WCC Teamsters. Welcome back brothers!

contract and working once again with the representation of Local 89.

“Not every wrong in this world is made right,” said Mark Reynolds speaking of the NLRB complaint which led to their return to a Teamster shop, “but its great when they are.”

Freight Members Attend Meeting To Hear Details of YRC Financial Problems

Freight members met at the Local 89 on November. 10th to hear details regarding the recent revelation that YRC is facing dire financial problems. Local 89 President Fred Zuckerman and Freight Agent Kevin Oliva attended a meeting in Dallas on Tuesday November 6th in which the Company gave the specifics on its plan to bring itself back from the financial brink. YRC has asked the IBT to enter into negotiations immediately to come to an agreement on a possible five-year contract extension to help shore up the company to save it from collapse. However, the foundation of YRC’s plan rests on concessions



President Zuckerman and Agent Kevin Oliva speak with Freight Members regarding YRC.

by the membership.

The membership is currently under an agreement that resulted in heavy concessions. Now Teamsters at both YRC and Holland (which is now owned by YRC) may be faced with a choice between more concessions or the possible bankruptcy of the Company. This could result in the loss of jobs or liquidation.

YRC now has \$1.4 billion in debt in which \$150 million is paid annually in interest payments. The Company is now in a situation in which it must refinance this debt. YRC lost \$152 million in 2012 and \$54 million in the first half of 2013. Its stock prices have declined nearly 75% since July as a result of analysts losing faith in the company. Because much of this Company’s debt would be unsecured if refinanced, possible lenders are demanding cuts to make any loan less risky. YRC asserts it cannot find any lenders willing to take on the risks of refinancing this debt as the Company currently stands.

What is particularly sad about this situation is this was the direct result of a Company mismanaged at the highest level. Now, hard-working Teamster brothers and sisters and their families, once again, are forced to sacrifice for the long-term health of the Company. While this is certainly a crisis for YRC “brass”, this is potentially devastating to our YRC and Holland families. Please keep these workers in your thoughts and prayers.

EXECUTIVE BOARD REPORTS



John Bolton
Secretary-Treasurer
jbolton@teamster89.com

Clariant

Just shy of the arbitration date, the Company agreed to settle John Reed's suspension case. John is to receive back-pay for all time missed including overtime dates. This pay is for five days of which ten hours are at the overtime rate. Thanks to Chief Steward Glen Shull and Steward Bill Colston.



Avral Thompson
Vice President
athompson@teamster89.com

Carhaul

Overall, the carhaul industry in our jurisdiction is going well. The main issue is keeping people moved into spots where there is work. We have had many shifts in the flow of work between trucks, railcars, and single drive. All three plants--KTP, LAP, and Bowling

Green--are producing well. The Shelbyville Mixing Center has slowed a bit. The Center relies on loads on railcars that are more or less left over from the plants. This causes many disruptions in work.

Allied Systems

We have some very bad news to report on Allied. On or about December 15, 2013 the carhaul company known as Allied will no longer exist. Jack Cooper Transport has now purchased the company. This comes as no surprise to those in the industry. This, however, is not as bad as it could have been. We are glad that we have a company like Jack Cooper which is healthy enough financially to purchase this company, in turn providing our members with jobs. I can only hope that Jack Cooper can maintain and provide jobs for our members for many years to come.



Ben Bramble
Recording Secretary
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AVI

I recently had a discharge at AVI. With the help of Chief Steward Doug Hornback, we were able to get the member reinstated.

Prescottech Industries

We just had a stewards election at that facility. I want to say congratulations to Brian Lesshaff. Brian recently helped me ratify a three-year contract. The agreement includes good wage increases and Central States Insurance. I'm looking forward to working with you Brian!

American Greetings Bardstown

Just wanted to say goodbye to my friend and third-shift steward Wendy Lawson. She recently resigned due to some health issues. I want to let her know that she did a great job as a steward and that I wish her the best of luck.

I want to remind all the members that with the Holiday Season approaching, when you purchase a greeting card, be sure and buy union-made, American Greetings card. The Bardstown Plant is the only union manufacturing greeting card plant in the USA. All the members at American Greetings greatly appreciate your support.

Rev-A-Shelf, Raz-1-2-3

Recently we have had several discharges. With the help of all the stewards we have been able to get those issues worked out. The company is currently hiring for all three shifts.



Jeff Cooper
Trustee

New Albany/Clarksville IMI

The drivers at the New Albany and Clarksville plants recently voted to accept a new three-year agreement by a two-to-one margin. I want to thank the Negotiating Committee--Bill Emerson, Brad Goodwin and James Weir--for their hard work during these tough talks. Their determination was key in beating back the concessions the Company had proposed. By standing their ground at the table, this plant is still the highest paid ready-mix facility in the Louisville Metro area.

Radcliff / E-Town IMI

On August 23rd, an arbitration hearing was held regarding the Company not paying out-of-town pay to drivers working outside their contract area. This is clearly defined in the CBA. I feel this arbitration went well. Our witness for the Union did an outstanding job explaining the facts and



President Fred Zuckerman and Secretary-Treasurer John Bolton With American Greetings Retiree Sanford Cheatham.

EXECUTIVE BOARD REPORTS



Johnny "Goofy" Mayes working on the Toyota Expansion Project. Johnny is steward on the project.

evidence to the arbitrator. I expect a favorable decision to come because of their testimony. Danny Payne, Jessie Whitacure, Jerry McClure and Mike Hafling ...thank you for your solidarity!

Louisville IMI

On October 31st, another arbitration hearing was held over the Company working out-of-town trucks in the Louisville, Middletown and Shepherdsville areas. This occurred while employees are laid off or available for work. Once again, the testimony of our witness was outstanding. They explained the facts and evidence surrounding this grievance to the arbitrator. Again, I expect a favorable decision. To Mike Hafling, Danny Payne, Jerry McClure, Jessie Whitacure and Jim Kincaid...thank you so much for the efforts you put into this case! It's actions like these that show true brotherhood in the workplace and our Union. I know all of your brothers who have fought so hard over the past few years against the terrible actions of IMI, appreciate what you have done.

Construction and Pipeline Work

The pipeline work for Price Gregory in the eastern portion of the state is slowing for the winter months. I want to thank Tommy Gipson for all his hard work as steward on this project. The job will be shutting down in November and starting back up in the spring.

Construction on the expansion of the Toyota plant in Georgetown, KY has got off to a

good start. With the first phase ending with Hinkle Contracting, we were able to move our drivers over to start the second phase with Fisher Contracting. The total length of this expansion project is through mid-2015.

I have recently filed grievances with Walsh Construction Company (the Downtown Bridge Project) and Walsh Construction Company / Vinci Construction Brands Project Joint Venture (the East End Bridge Project) for not employing Teamsters on these two jobsites. We will continue to demand these companies comply with the National Heavy & Highway Agreement and employ Teamsters on this project by processing these grievances through to arbitration.



Paul McIntosh
Trustee
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Any full-time UPS employee planning to retire, should send their retirement application with 90 days of retirement in order to receive pension payments in a timely manner. If you are curious about your retirement dates in the future, you may request a retirement estimate. This will help you evaluate how much your benefit will be if you want to retire at a specific age or date. These

forms are available online at teamsters89.com or at the Union Hall. The process is simple. I will be glad to assist anyone needing help.

Two grievances out of the Bluegrass Center that were deadlocked at the Kentucky State Panel were recently deadlocked at the November JAC in Detroit. These grievances will now go to the Deadlock Committee in Chicago on December 3rd.



Kenny Lauersdorf
Trustee
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I would like to congratulate Don Johnson on winning this year's Keith Phillips Memorial Bass Tournament. Don had the biggest fish and biggest weight. He is a fellow member at the Early Times Warehouse.

Great job Don! This marks the third time that someone from Early Times has won the tournament. The other member was Jim Hamilton who also works at the warehouse. Jim has won the tournament twice.

These guys must know something the rest of us don't! It must be something in the bourbon...I mean water! I hope everyone enjoyed this year's tournament! See you next year!



Early Times Brother Don Johnson holding his winning catch.

SUPPORT AMERICAN WORKERS



President Zuckerman and Secretary-Treasurer Bolton presented Sgt. Major Mario Canizales with a Local 89 jacket as a thank you from the membership for his service to his country.

A Hero. A Soldier. A Teamster.

A true Teamster hero has returned home. Sgt. Major Mario Canizales honorably served several tours in both Operation Iraqi Freedom and Operation Enduring Freedom in Afghanistan. He is now back with his friends and family and has returned to his position as a mechanic at Allied Systems where he has worked for decades. Local 89 is extremely proud of this exceptional member. We cannot express enough our gratitude for his sacrifice and service to his nation and to preserve all our freedoms as Americans.

In July 2012, Brother Canizales bestowed a great honor on all the membership when he presented Teamsters Local 89 with a flag which had been “flown boldly in the face of the enemy” in at Kandahar Air Field, Afghanistan. This flag is proudly on display in the Union Hall for the membership to appreciate for generations to come. We are all humbled by such an honor from such a tremendous hero.

In talking to Brother Canizales, we are given greater perspective into what our brave men and women in uniform endure in serving their country. While many of us read or watch news reports on what is happening in our overseas operations, very little emphasis is put on the daily lives of these soldiers. These heroes are subjected to situations very few of us will endure throughout our lives. The “creature comforts” and security we take for granted in the United States are often a scarcity for those serving overseas. There are no convenience stores. There is no drive-thru service. There is no quick. There is no easy. Most of all, at the end of the day, there is no returning to the comfort of home nor to family. The constant anxiety of living in a war zone combined with the worry and stress that comes with being thousands of miles away from loved ones, brings further emphasis on the enormity of sacrifice of our soldiers. “A lot of the stuff that happens, you don’t hear about” the proud soldier said. “It was rough.” However, Brother Canizales’ love for his country and fellow soldiers is unwavering. “If I’m asked or called to do it again, I will” he said. “If I had to do it all over again, I would.”

It is the dedication and bravery of soldiers like Brother Canizales which has, and continues, to be the greatest source of American strength. Never mind the bickering politicians in Washington and statehouses across the nation. Our freedom and the foundation of this great democracy rests on ordinary citizens who have taken on the greatest of responsibilities to ensure the continuation of our way of life. Thank you Sgt. Major Mario Canizales. Your service will never be forgotten.



Support your fellow Teamster....

BUY AMERICAN GREETINGS!

American Greetings Corporation in Bardstown, Kentucky employs over 400 Local 89 members. Opened in 1984, the greeting card manufacturer continues to produce high-quality, American made products. Within a week, the 413,000 square foot Bardstown plant will often produce over 20 million cards.



Our American Greetings members pride and craftsmanship is reflected in the quality of the products they produce. These hard-working Teamster members work in a variety of jobs employing such skills as hot stamping, embossing, die cutting, thermography and folding and packaging. Other members are involved in multi-craft maintenance jobs, die-making and material controls. Throughout the workday, just one American Greetings worker may produce nearly 200,000 cards. For example, in less than eight hours, Greg Brown, a first shift machine specialist, had processed approximately 162,000 cards.

As members of Local 89, it is important that we support our fellow workers. In buying American Greeting's cards you are supporting your Teamster sisters and brothers and helping to preserve good manufacturing jobs within America. Further, you are supporting your local and state economies by supporting employers who provide jobs in the area.



American Greetings products are available throughout Kentucky and Indiana. As you do your shopping at these retailers, be sure to look for the American Greetings cards (American label). In purchasing American Greetings cards, you can take pride in having bought a quality product made in the United States.



DIVISION REPORTS



Craig Burns
UPS Air Agent
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I wanted to share some news about the contract. The Central Region Supplement passed, but we are still working on the Louisville Air Supplement. This Supplement covers all your work rules in the Air District and helps with the creation of full time jobs along with 6-hour jobs.

Many people have asked about the contractual raises from August 1st. You have earned that raise and will receive a backpay check when all the supplements are settled. The way the ratification process works, is all contracts must be accepted prior to their implementation. If you want more updates go to www.teamsters89.com or www.facebook.com/teamsters89. We also have a text message system setup for UPS Air updates. If you want text updates, please text AIRUPDATES to 77948.

We are heading into Peak, therefore hours and days of the week may increase. Please be prepared for this. If you need to make arrangements for child care or another job, get this done so you will not have attendance issues. I would like to wish everyone happy Holidays and a good New Year. Please be safe and take care of your co-workers safety.



Brian Hamm
UPS Air Agent
bhamm@teamsters89.com

The 6 -hour pension case has been presented to the Kentucky State Panel. It is now on "Committee Hold" and we are waiting on a decision. This case is very important to all 6-hour employees as well as anyone with 6-hour credit years. The Company has taken the position that any 6-hour credit(s) will be reduced by 6% for every year that an employee retires before age 65. This basically eliminates the "30 and 25 and out" pension for most employees. No age reductions were negotiated.

The Union continues to work with the Company on the 125 full-time jobs that were bid on July

31st. As we have moved through the bid process, we have been able to increase the number of "4-10's" and Mon-Fri and Sun-Thurs jobs in several departments.

The OSHA Dolly case was appealed by the Company in court. We are waiting on a decision. It is very important that everyone follows procedures and double checks the couplings between dollies and between the tug and dollies. That is your job and responsibility.

Thanks to everyone that helped handbill for the Contract. The Central did pass, even with Louisville's big NO VOTE. We must now concentrate on the Louisville Air Supplement. THE FIGHT IS NOT OVER! If everyone sticks together, we will get a good contract here in the Air Hub!



Vinny Rivera
UPS Air Agent
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To the UPS Air District Members:

It is very important for those employees who are driving on property to pay close attention to the equipment they are operating, proper travel paths, warning signs and what they may be moving. If you have any questions or feel uncomfortable about driving equipment, you need to tell your management team. If you have an accident and signed that you were properly trained, the Company can discipline you up to and including termination. So be careful and follow their methods!



James DeWeese
UPS Ground Agent
deweese@ibt89.com

One of many phrases within the legal field regarding documentation is "If it's not in writing, it didn't happen." Documentation gives substance to a workplace's activities not only for legal matters, audits or disputes, but also for rules and regulations. It is often difficult for employees to remember everything that affects them. This is why documentation is so important. This not

only helps you, but also your stewards to use as evidence inside the grievance procedure. When documenting your issues it's wise to follow the "5 W's": Who is it about? What happened? When did it take place? Where did it take place? Why did it happen? Good documentation can help prove harassment, past practices, changes in work rules, and inaccurate paychecks among other issues. UPS uses their documentation against you; use your documentation against them!

Package Car Log Books / Time Sheets

At UPS, package car drivers are heavily scrutinized with their daily work performance & methods. Local 89 has now created log books for these drivers to help document their route information. This type of documentation can be a useful tool for you and the stewards to prove contract infractions. If you have not received a log book please see your steward for one. Also any member can visit teamsters89.com/mytime for a printable time sheet to help track your hours. PLEASE DOCUMENT OFF THE CLOCK.

OSHA settlement at the L.C.H. Facility

Recently, the Kentucky Labor Cabinet cited UPS with ongoing egress issues at the Louisville Centennial Hub pre-load. In a settlement agreement, UPS withdrew its contest to the charges prior to Local 89's appearance in court. UPS accepted the fine from the Kentucky Labor Cabinet for \$7000.00. If you are experiencing egress issues please notify your steward.

A special thank you to all stewards for their hard work!



Jim Kincaid
Construction Agent
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Jeffboat

Winter is coming quickly, so remember to look out for the hazards that come along with the weather. Watch for ice forming on metal surfaces in the mornings and evenings. Also wear clothing in layers, so that if the day gets warmer you can be dressed for the temperature.

We recently were able to settle a case before arbitration and bring Scottie McRae back to work. We were also recently settled two overtime grievances in Maintenance over holiday pay. If you haven't filled out a "reduction in force" choice

DIVISION REPORTS

form, please do so. This will determine where you will go in a reduction force when it comes to shift preference (provided that your seniority will allow your shift preference). You want to make sure that you have one on file and get a copy. Also I want to thank Ronnie Waiz for all his hard work and all the section stewards for all that they do. We couldn't do it without you!

ABC Supply

The work has slowed down some at ABC Supply. With winter coming on, the Company has laid off three employees. The work has been steady since the layoff and hopefully their work will continue to persist. A special thanks to Robert Osborne and Richard Steward.

Hoosier Precast

We are still in negotiations and talking over healthcare options. We are looking into the possibility of using Central States Healthcare. I want to thank Eugene for doing a great job as Steward.

Nugent Sand Company

The Company has been pretty busy with work lately. They have hired one new worker in the last couple of months. I would like to welcome Aaron on board to Nugent and the Teamsters.

Independent Concrete Pipe

Recently I received news that things are really getting tough in the concrete pipe industry. Members from Independent Concrete Pipe have called me concerned about what is going on. We have not heard anything yet from the Company, but I had spoke with Mike Pepper, the old HR Representative, and heard his concerns in plastic pipe replacing concrete pipe. It is definitely hurting the industry.

Advance Ready-mix

We recently settled a grievance for Stanley

Stiles and returned another employee to work after being suspended. Thanks to Stewards Russ Brooksbank and Mark Owens for their hard work



Aubrey Cheatham
Political Director & Agent
acheatham@teamsters89.com

Fire King

The Fire King arbitration for Kevin Fein was settled by the involved parties. I would like to thank Steward Juanita Russell for her help on this case.

International Paper

The Company has notified the Union and the membership that they will be bringing in a new machine to its Louisville Plant. This could create up to sixteen new jobs at the plant. More details will be coming soon. This will be a plus for International Paper Teamsters and the Company. I would like to thank Steward Tom Corbett and the rest of the Union Committee for their continued hard work.

Valspar

On October 18th, members at Valspar's Louisville Plant ratified a new five-year agreement by an overwhelming majority. Highlights include hourly wage increases of 3% the first year, 3% the second year, 2.8% the third year, 2.5% in the fourth year and 2.3% in the final year. The contract also includes another sick day and a personal day. "Cost shares" for insurance premiums are 27% the first three years and 30% the last two years. Thanks to the hard work of Steward John Brooking and Patrick Wihlon and all the membership at the plant.



Roy Reynolds
Agent
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World Class Corrugating

I would like to thank all of you for your support and help with labor charges. Because of your solidarity, we won! The new court date has been postponed to January 6, 2014 at 1pm because of the recent government shutdown. The Labor Board is currently working on the back-pay issue.

The new three-year contract was ratified by a 2/3 majority and provides Central States Health and Welfare and Pension. I would like to thank John Nass, Russ Craft, Mark Reynolds and Steward Dave Harbold for their help on contract proposals and proof reading along with their role in talks. Thanks especially goes out to Dave, who was there every minute of negotiations, including some late nights.

Canteen Vending

The three-year agreement was ratified by a large margin. I would like to thank Steward JoAnn McClain and Committee Member Don Fauth for their help with negotiations. There were improvements in insurance, increases in hourly rates, and pay for cell phone use. There is also a signing bonus for commission drivers.



Rick Curtis
Agent
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Ryder Bluegrass

The David Back discharge arbitration has been scheduled for November 21, 2013. The arbitrator hearing the case is Richard Bales. The hearing will be held in Louisville. Information about the decision will be forthcoming after the hearing.

IBT Womens Conference

I would like to thank stewards Sharon Chandler from Morgan Foods and Denise Lewis from Hertz Rental Car Company for participating in this year's Womens Conference. Being involved and informed is very important in keeping your Union strong!



Agents Jeff Cooper and Jim Kincaid with Nugent Sand members.

DIVISION REPORTS

Kentucky Truck Sales

The members at Kentucky Truck Sales ratified their contract on August 4, 2013. I would like to thank Steward Tim Bryson and Committeeman Jerry Wiseman for their participation in these negotiations.



Kevin Oliva
Freight Agent
koliva@teamsters89.com

Sentinel Transportation

Drivers at Sentinel Transportation ratified a new three-year agreement with a pension benefit reopener toward the end of the first year. Our goal is to negotiate a pension plan that would provide a participation agreement into the Central States Pension Fund. The Company was expelled from the fund in January 2012 due to a violation against the previous participation agreement. The Union has been bidding for re-entry during negotiations. The new agreement also provides \$2.25 per hour and a \$.03 mileage increase over the life of the agreement. I want to send a special thanks to Eddie Carpenter and Ed Holmquist for their support during negotiations.

Univar

The maintenance of Central States Health and Welfare and Pension along with a \$1.40 increase per hour, is what it took for members to ratify a new three-year agreement at Univar. All of the driver/warehousemen will also receive an additional sick-day. I want to thank Dale Cowles for all his help in negotiations.



Chris Alford
Bowling Green Agent
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MAHS & Android

Due to the increased sales in the new 2014 Corvette, both Android and MAHS have seen great increases in overtime. This is a welcome sight after the Recession experienced the last few years. Both organizations' memberships have doubled since June of this year.

Spirit Services

I want to recognize Lee Crowe of Spirit Services in Bowling Green for doing an outstanding job as steward. Lee has been able to resolve several grievances avoiding mediation and arbitration with the Company by working through the issues with local management. Thanks Lee and keep up the good work!



Kevin Evans
Organizing Director/Agent
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Horshoe Casino Southern Indiana

After several months of negotiations, economic improvements were approved by the members (Teamsters Local 89/Unite-Here/IOUE) 314 to 11. The wage increases will be reimbursed for all hours worked since February of 2013. There will also be no increase in the members' portion of the benefit package. We were also able to maintain the current PTO package as well as another wage increase on February 1, 2014. Special Teamster

thanks to Kevin Kline, International VP for Unite-Here, who chaired the negotiations for the unions and to Local 89 Stewards Ireatha Thurman, Irene Gnerlich, Daniel Waltman, Armin Lawson, Debbie Morgan, Ron Lindquist and Tim Tanner who participated in the talks.

UPS Freight

It was announced at the National Panel by the IBT Chairmen that the National Union Committee met and discussed proposals that may address our members needs after the National Contract was rejected by the membership.

Our members at Local 89 voted against the contract 89 to 5. We expect a much better offer than the one that was sent out for a vote a couple of months ago. A special thanks to our stewards who keep our membership informed and in some cases make sure members "everywhere" are informed.

CSI-UPS

I would like to welcome the drivers who transferred and/or followed their work from Lexington as UPS consolidated the location to Louisville.

Legal Report

By Local 89 General Counsel Robert Colone

One of the valuable services provided to our membership is free legal advice. On Monday, members can get answers regarding non-work related questions. This service is available through the firm of DeCamillis & Mattingly at Teamsters Local 89 from 1-5pm.

Worker's Compensation advice is offered through Jennings Law Office. Services are provided from 1-5 on Tuesday at Teamsters Local 89.

While both firms are very consistent and reliable, please call ahead at 502-368-5885 to ensure there is someone available to provide legal advice.

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POLITICAL OPERATIONS

ARTICLE BY AUBREY CHEATHAM

In August of this year, I attended the Political Legislators Conference in Atlanta, GA. It is apparent Kentucky is going to be in the lime-light next year due to its U.S Senate race. We will also have a major battle for control of the State House of Representatives in Frankfort. Outside forces with millions in campaign funds will attempt to gain control of the House to further their anti-worker laws. An example of such laws is Right-to-Work (for less). We cannot let this happen, so please stay informed and involved. We can win if we work together! If you would like to help, contact us via teamsters89.com, www.facebook.com/teamsters89 or by call us at 502-368-5885.

President Zuckerman and the Executive Board have announced that we have endorsed Alison Lundergan Grimes for US Senate. We endorsed Alison in her race as Secretary of State, and she has been a proven friend of Teamsters and working families across Kentucky. Let's do all we can to help her win.

We have made several 2014 endorsements so far. We are proud to support Judge Stephanie Pearce Burke in her bid for re-election to Kentucky District Court and Deborah Dewese in her candidacy for Family Court District 1. Both are great allies to Teamster families.

ARTICLE BY JAMES DEWEESE

Politics, no matter which party you prefer is frustrating for most Teamster members. For many Teamsters, both parties represent values and ideas that are important to us. As for myself, I am torn on the issues of the day and sometimes find it tough being pro-labor, pro-gun, pro-life, etc. I listen to other Teamsters' questions on these subjects, often asking "why are the Teamsters involved in politics?" It's because we have no choice but to be active in protecting our union rights. We all feel that our right to organize into unions should be a God given right or a Civil right but in fact it is only a Legal right, which is being challenged daily.

In our vetting process at Local 89, we send questionnaires to all politicians from both parties. Sadly, few are ever returned from the republicans. After a politician has answered our questions correctly, we meet with them to further speak about our positions on workers rights before the endorsement is given.

I would like to ask each of you to write your politician of choice who is not endorsed by Local

89 and ask them on where they stand with your Union & the attacks on workers. Laws are made by politicians, who are elected by movements, that are embraced by the people. No matter which party you support, all politicians need to be held accountable to their position on Labor. In the past several years there has been numerous attacks against Unions. Here are some of the fights we have faced:

- In 2011 and 2012, state legislatures undertook numerous efforts to undermine wages and labor standards. Four states passed laws restricting the minimum wage, four lifted restrictions on child labor, and sixteen imposed new limits on benefits for the unemployed.
- States also passed laws stripping workers of overtime rights, repealing or restricting rights to sick leave, undermining workplace safety protections, and making it harder to sue one's employer for race or sex discrimination
- Legislation has been pursued making it harder for employees to recover unpaid wages (i.e., wage theft) and banning local cities and counties from establishing minimum wages or rights to sick leave.
- For the 93 percent of private-sector employees who have no union contract, laws on matters such as wages and sick time define employment standards and rights on the job. Thus, this agenda to undermine wages and working conditions is aimed primarily at non-union, private-sector employees.
- Fifteen states passed laws restricting public employees' collective bargaining rights or ability to collect "fair share" dues through payroll deductions.

- Nineteen states introduced "right-to-work" bills affecting private-sector collective bargaining agreements. Three were enacted in Michigan and Indiana.
- (source Economic Policy Institute)

ARTICLE BY JAY DENNIS

As the coming election season approaches, Local 89 members will be bombarded with political ads. Whether you are Democrat, Republican or Independent, it is of extreme importance as a worker and union member that you be very scrutinizing in political messages. Political discourse in this country has taken an unfortunate turn to sensationalism, disinformation and lies all of which are designed to divide working people to vote against their economic interests.

One of the great tragedies of today, is we as a society have nearly unlimited access to information yet we have become less informed and less discerning when it comes to politically charged rhetoric. Rule of thumb: if it comes from the Internet, especially email or Facebook, please, check the facts. One simple and easy website to use is snopes.com to check if a message is truthful. You can also use opensecrets.com to find information on who or what organizations are funding candidates.

As working people, you will be targeted by unscrupulous politicians who will work to get you to vote against your interests through blatant lies and half-truths. Union members must work to educate ourselves, our families and our communities so that we can protect and further our interests as working people.





TEAMSTER MADE!

Congratulations to Our Newest Additions to the Teamster Family!

UPS

Dennis Wiseman-Baby Boy
Tracy Johnson-Baby Girl
Matthew Marcum-Baby Boy
Bill Gaddie-Baby Boy
Rich Leshar-Baby Girl
Brent Bratcher-Baby Girl

Zenith/Transervice

Jeremy Laird-Baby Girl
Brian Leyk-Baby Boy

Local 89

James DeWeese-Baby Boy
Rob Colone-Baby Girl

IN MEMORIAM

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

Hervey Heland-Armour Foods
Everette Secor-Armored Car
James Shearer-YRC
Betty Koch-Local 89
Michael Johnson-RCS
Ronald Allen-Southern Standard
Donald Fugate-KY Transport
Carlis Wilson-Yellow Transport
Kenneth Craig-American Freight
Joseph Green-Darling and Company
Joe Hensley-Courier Newsroom
Arthur Gribbons-UPS
Thomas Milburn-IMI
George Kraft-Preston Trucking
Robert L. Jonas
Alan Robertson
John Coomer-Morgan Foods
Rick Ulrich-Transervice
Norman Harp-KT Switching
Winston "Junior" Barger-Jeffboat

CONGRATULATIONS TO OUR RETIREES

Bimbo Bakeries
Michael King

International Paper
Delmar Boston

Jack Cooper
David Bale
Roy Bridges
Mike Caple
Paul Jackson

Jeffboat
Dennis Taylor

Morgan Foods
Ruth Boshears
Linda Campbell
Charles Lula

Taylor County RECC
Eric Tungate
Rebecca Witman

UPS
Dominic Wise

YRC
Robert Borchert
Jimmy Lindsey



Join the Local 89 Retiree's Chapter!

The Retiree Chapter needs YOUR support and participation to help accomplish political, social and economic benefits for our retirees! Members are only required to pay \$24 per year in dues to the Retiree Chapter to participate in its meetings and functions.

If interested, please contact Kim Wolfe at 502-368-5885.