TEAMSTERS LOCAL 89

The Official Publication of the International Brotherhood of Teamsters Local 89

www.teamsters89.com (502) 368-5885 info@teamsters89.com

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A Message From President Fred Zuckerman

Solidarity. A word that is often used in the labor movement, but what does it really mean?

Those who have experienced solidarity first hand already know the answer, and for those who haven't, it's nearly impossible to describe in simple words. On the surface, it's an easy concept to grasp. It is the idea of workers standing together for the common good. Yet in practice it is so much more than that.

Solidarity is when you see a co-worker dealing with a problem that has nothing to do with you, but you choose to do everything you can to help him anyway. Solidarity is when your friend is unjustly fired, so you take up a collection for her and her family until her grievance is resolved. Solidarity is when you pass by a picket line in the dead of winter, so you turn around and bring those workers coffee and donuts to keep them warm and fed during their fight.

Solidarity is the willingness to put aside your personal needs in order to help others achieve theirs. That is the true essence of the labor movement. We are more than a group of co-workers. We are a family, and a family does anything they can for one another, no matter the cost. The labor movement is all of us standing together against anything we have to face.

We are more than just a sum of our parts. Together we are a force unlike anything else in the world. When workers come together to support one another there is no limit to what they can achieve. Together, with solidarity, the Labor Movement built the middle class in America. Even today, with so much of what we fought for in decades past under attack, we must not lose sight of one simple fact; that as long as we stand together, we still can and will accomplish great things.

Solidarity is what unions are all about. We are stronger together than we could ever be individually. When we sacrifice for one another, we build a bond of brother and sisterhood that cannot be broken. When we fight for one, we fight for all.

It is something that can't simply be described; it is something that has to be lived.

Local Updates

Strength, Service & Solidarity

The Ohio Teamsters Strike Fund recently honored Teamsters 89 with a certificate marking the 20th anniversary of the Strike Fund, and thanking Local 89 for being a long-time participant.

This fund provides strike benefits for more than 75,000 Teamsters from 37 IBT Local Unions across fourteen different states. Since it went active in 1995, the fund has paid out more than $8.2 million dollars in strike benefits to our brothers and sisters in need. Today the fund contains a historic high of $9.5 million in assets. Due to solid management and secure investment strategies, the strike fund continues to grow.

Shortly after taking office in 2001, President Fred Zuckerman chose to add Teamsters 89 to the Ohio Teamsters Strike Fund in order to better protect the members of our great local union. Since our participation began, many of our striking brothers and sisters have benefited from both the IBT Strike Fund and the Ohio Teamsters Strike Fund. The additional benefits provided by the Ohio Teamsters Strike Fund vastly improved our members' abilities and resolve to walk picket lines, while providing far greater financial stability during their righteous fights for better wages and employment benefits.

Teamsters 89 is proud to be a participant in such a strong fund with a noble cause. We are happy to know that when the time comes to strike, our members will be better protected as a result of the Ohio Teamsters Strike Fund.

Mediation Settlement at American Greetings

On June 21st of 2015, a thirty-one-year employee with an exemplary record was terminated from American Greetings.

Secretary-Treasurer and Business Agent John Bolton handled this case through all steps of the grievance process, which eventually led to mediation. During the course of the investigation and these proceedings inconsistencies appeared within witness statements that put the full extent of the accusations against Local 89's member into question.

Due in part to the inconclusive witness testimonies a settlement offer was agreed to that reinstated this member with full seniority, sixteen weeks of back pay and full benefits restoration.

"I'm very glad to get the grievance resolved for a long time member and have them returned to work with full benefits," said Bolton. "I'd also like to thank Pam Vaughn, Kevin Myers, and Becky Devore for their assistance in the investigation."

Jeffboat United Way

A Metro United Way donation drive recently concluded at Jeffboat in Southern Indiana. Working with Jeffboat and Teamsters Local 89, Metro United Way was able to sign up 552 Jeffboat employees and Teamsters members to give to the charitable organization.

The total contributions from these 552 members will equal $112,587 dollars in 2016, and represents a 13% increase in the level of giving from the previous year. This amounts to an increase of $7,000 dollars for the 2016 donation drive.

Metro United Way was very appreciative of the outpouring of support, and thanked both Jeffboat and Teamsters Local 89 for their efforts.

The officers and staff of Teamsters Local 89 would like to thank Business Agent Jim Kincaid, Chief Steward Ronnie Waiz, and members Rick Stevens and Robert Russell for their efforts during the donation drive. And of course we offer a huge thanks to the incredible generosity of our members at Jeffboat, without whom none of this would have been possible.

Central States Pension Fund

In December 2015 Teamsters Local 89 submitted comments to the Treasury Department in regards to our opposition of the proposed Central States Pension Fund (CSPF) Rescue Plan. As the deadline for comments approached, the Treasury chose to extend the comment period to February 1st in order to allow more opinions to be heard.

After Local 89's original submission UPS weighed in on the CSPF Rescue Plan indicating they too opposed the cuts and would consider legal action if the plan was approved. In response, Teamsters Local 89 submitted additional comments to the Treasury Department that re-affirm our opposition to the cuts.

As we have since the beginning, Teamsters Local 89 fully recognizes the dangerous path that MPRA is taking our

pensions down, and the great harm it would cause our retirees and active members. We urge the Treasury Department to stand up for retirees and reject the CSPF Rescue Plan.

RCS Expands Carhaul Operations

Teamsters Local 89 is proud to announce the beginning of a new union Carhaul trucking company. RCS, which has been signatory to the Teamsters National Carhaul agreement for many years as a yard company, has purchased its first Carhaul truck.

Carhaul Business Agent and Vice President of Teamsters Local 89, Avral Thompson, was very happy about the RCS expansion.

"Carhaul members and I are excited about the possibility of a new Carhaul company being established in our area," said Thompson. "We need more union Carhaul companies, and this is a good start."

As of the writing of this article, RCS has been awarded 100 units to be hauled from the Louisville Assembly Plant (LAP) to Shelbyville. The company has no intention of stopping there, however, and is looking to get permanent work in order to grow the business. If and when that happens, they fully understand and will follow their contractual obligations to Teamsters Local 89 members.

"I think it's a good thing," said Mckinley Archie, a steward from Jack Cooper at LAP. "Naysayers said no one wanted to invest in union carhauling, but there's money to be made and RCS knows the best workers are Union."

Teamsters Local 89 is excited about the potential this has to develop into a strong new unionized Carhaul company, and will look forward to working with RCS as they move forward with their plans.

UPS Worldport Shuttle Committee

Although many members at UPS Worldport may not be aware of it, the Teamsters union is part of a Shuttle and Parking Committee which meets once per month to attempt to address concerns about the shuttle system. Over the past year the committee has been able to make improvements to many aspects of the shuttle rides and the parking lot, including more efficient routes and better equipment for the future.

Yet, with a shuttle system as complex as the one at Worldport, which moves over 8,000 employees per day, there will always be new issues. To that end, we'd like to make sure that all members know how to report shuttle incidents and make suggestions. This is done primarily in one of two ways: You can speak to your area steward and ask him or her to take your issue to the shuttle committee's attention, or you can call 247-2274, the UPS Shuttle Hotline, to make a report.

The Teamsters that currently make up the UPS Worldport Shuttle and Parking committee are:

Vinny Rivera – Teamsters Local 89 UPS Business Agent
John Slater – 1DA Small Sort Steward
Stacy Windhorst – 2DA Wing B Steward
Ed Sageser - 1DA 9/11 Steward
Bill Sykes – 1DA Wing E Steward

Top row: John Slater, Stacy Windhorst. Bottom row: Ed Sageser, Bill Sykes.

Steward Change at M.A.H.S. Bowling Green

Local 89 would like to thank Wesley Brooks for all of his hard work and dedication during his time as Union Steward. We also welcome Daniel Cartmill as the new Steward and his services will be much appreciated.

Voith Update

After lengthy deliberation, the National Labor Relations Board (NLRB) issued its rulings on Teamsters Local 89's charges against Voith Industrial Services on February 18th, 2016.

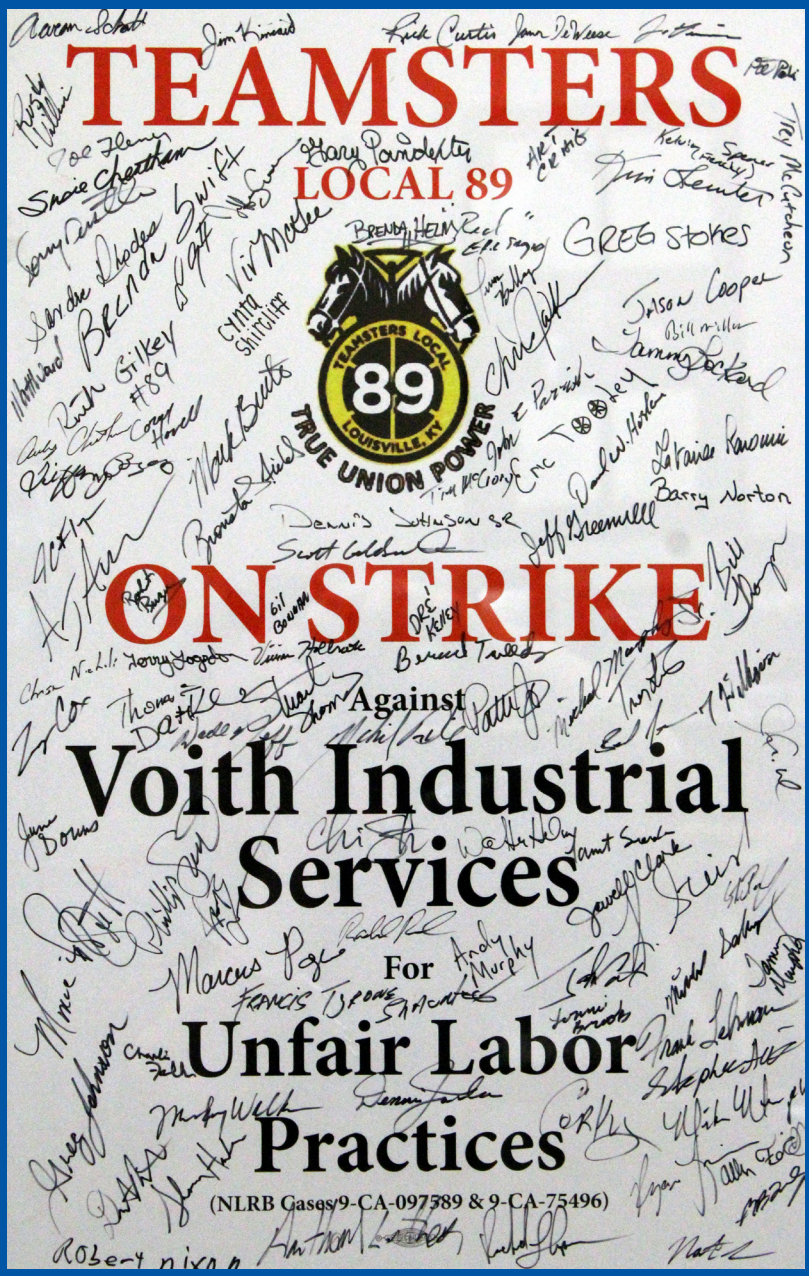
In a major victory for Teamsters 89 and our members at the Louisville Assembly Plant's RCS yard, the NLRB reaffirmed, and in some areas IMPROVED, the previous decision by the Administrative Law Judges (ALJ). In short, these two rulings award the local union with every major item that Teamsters 89 argued for in the original cases against Voith.

These decisions come on the heels of talks between Teamsters 89 and Voith for a potential settlement to bring this long process to a conclusion. No doubt the NLRB decisions will strengthen the union's bargaining position.

While these decisions are of great significance in the fight to restore what our members lost during the Voith debacle, it should be noted that this is not necessarily the end of the line. As they have done previously, Voith can appeal NLRB's decision.

Nevertheless, while the war may not yet be over, this battle has certainly been a decisive victory for Teamsters 89 and the many members who were affected when Voith took control of the LAP yard in 2012. Teamsters 89 would like to thank the NLRB for its wisdom in upholding and expanding the prior decisions in favor of our members. Local 89 looks forward to working with Voith in the near future to bring a final resolution to this ordeal.

As always, Teamsters 89 will continue to keep our membership as up to date as possible on this matter and other important issues. And finally, thank you to the members (both current and former) who have been involved in this long battle. The strength and solidarity you have shown in the face of all that you have been through is a testament to union pride!



Company Spotlight

THE WOMEN OF ADVANCE READY MIX

March was Women's History Month, so we thought it would be prudent to highlight a group of Teamster women working in what is traditionally considered a "man's job". Our spotlight this month centers on Advance Ready Mix, a concrete company based in Louisville, Kentucky.

When people think of concrete trucks, they don't typically think of women driving those vehicles. However, we sat down with four women working at Advance who love and excel at their jobs. In fact, the company described them as some of their toughest, most valuable employees.

Hard work, perseverance, and dedication to their craft make them the equal of all their male co-workers, and showcases the strength and work ethic that make all Teamsters great, regardless of gender.

These strong Teamsters shatter the stereotypes and prove women can thrive in any work environment. They don't shy away from the dirt, grime and hard work; they excel in it! These proud women are a testament to the spirit that makes our union home to the best workers in the country.

Valerie Coleman

A two year employee of Advanced Ready Mix, Valerie loves her job, describing it as "... the best move I ever made."

She is proud to be a Teamster member because she knows it means she has someone to defend her. "Most jobs you don't. If you mess up you're fired, no one is there to protect you. Being a Teamster, you have someone to fight for you to help you save your job. The company has to do things right instead of what they want to do."

Mindy Hernandez

Mindy has worked at Advance Ready Mix for almost a year and a half. She finds her job to be fun, and loves doing the work.

She is proud to be a Teamster member because she likes knowing she has the protection of the Teamsters union behind her, "The safety, the secureness of it."

She also appreciates being a Teamster because she knows she's a part of a larger group of workers that fight for one another.

Holly Goodwin

With six months of seniority, Holly is the newest woman driving at Advance Ready Mix. She loves her job because it's challenging, and it allows her to meet a lot of people under very different situations. She says her whole team feels like a family, which is something she's never had in a job before.

Holly is proud to be a Teamster because it provides her with the benefits and pay she needs, plus the protection. At her previous job if she had an accident, even if she wasn't at fault, no one was there for her. But at Advance, Holly says, "the union is there to protect me".

Christine Wilson

After being denied a chance to work for another concrete company, Christine was hired by Advance Ready Mix where she recently retired after an 18 year career. She loved working for Advance and being around so many good people, and would still be doing the job if it wasn't for her age.

In fact, she was so well respected by her management team that they asked her to come back part-time to help train the next generation of drivers and make sure they stay safe on the roads.

Christine says she has always been proud to be a Teamster, and thought it was good to be in a union. Christine was a Teamster for 28 years in total, being a member of Local 783 for ten years prior to coming to Local 89. "I would try to go for another union job if I ever needed to go back to work full time."

JUSTICE IN CAMPBELLSVILLE

Her grievances were deadlocked by UPS and the IBT state panel system failed her, but Madonna Russell and Teamsters Local 89 still found a way to get justice in a small UPS facility in Campbellsville, Kentucky.

A Teamster since 1985, Madonna was an exemplary employee who worked in a small UPS center in Campbellsville, where she served as a steward for seventeen years. The story of how she prevailed against all odds began in early 2014 when management in her center began issuing an unusually high amount of discipline. As the steward for the area, Madonna rightly pushed back against this through the grievance process. Rather than respect the fact that she was performing her duties and was operating well within her legal rights as a steward, UPS management took great offense. What followed was over a year of constant harassment, intimidation, and retaliation against Madonna every time she exercised her rights as a union steward.

On multiple occasions, and in direct response to grievances filed by her to address contractual infractions and safety issues, UPS would make threats of taking work away from Madonna. At first it was small amounts of work they would remove. Later they stripped away over an hour and a half of housekeeping work, resulting in a substantial loss of income for her. At one point UPS management even terminated her based on trumped up charges, but this was quickly resolved.

In the most absurd example of retaliation, UPS directly told Madonna they would be removing work from her due to a grievance she had filed over supervisors working. To make matters worse, they said this while her Business Agent from Teamsters 89, James DeWeese, was with her!

When asked to comment on what he had seen and heard, DeWeese had this to offer. "After witnessing management threatening Madonna, and following through with it, I knew we had enough to prove their illegal actions against her."

In response to UPS's bully-tactics, Madonna worked with DeWeese to file several charges against the company via the National Labor Relations Board (NLRB) for harassment and retaliation for her union activities.

Once the charges were filed and the NLRB began to review the evidence, they gave clear indications they believed Madonna's case to be very serious. Despite this, UPS continued to harass and retaliate against her at almost every turn. The mounting evidence led to the NLRB adding additional charges against UPS on Madonna's behalf. The NLRB stated that the thorough notes taken by Madonna about everything

that had transpired was instrumental to their understanding of the situation. DeWeese agreed, adding that Madonna's notes gave them "the ammo we needed to win".

For her part, Madonna was relieved to know that the NLRB was thoroughly investigating her case. According to her, she knew she had always been in the right thanks to training seminars she had attended at Teamsters 89 where she had been educated about her rights as a steward.

Yet despite the NLRB's involvement, UPS wasn't finished playing their games. Things finally came to a head in early 2015 when the company placed Madonna into a difficult trailer unload job and used it to accuse her of not keeping up with the workload. Knowing her rights, she filed an article 37 grievance against the company for attempting to hold her to a non-negotiated production standard without taking into account her age and physical condition.

UPS then took things even further by claiming that Madonna could not perform her job safely, and attempted to use the wording of her own grievance, describing her age and physical condition, against her. The company then demanded that she receive a doctor's authorization to prove she could do her job with no restrictions. Madonna complied, but when she returned with her doctor's note clearing her for work, the company accused her of lying about the details of the ordeal, sparking an argument that UPS used to terminate her for insubordination.

This termination was taken to the state panel where a mountain of facts, prior grievances, and labor charges were submitted as evidence to show the company's history of retaliation against Madonna. Yet, despite over 150 exhibits of overwhelming evidence against the company, the IBT members on the state panel failed in their duties to uphold Madonna's rights as a steward! They instead voted in agreement with the company that the termination was valid, and said no retaliation had occurred!

For most members, a panel decision against them is the end of the line. In this particular case, Madonna and Teamsters 89 knew this panel decision was wrong and had the evidence to prove it. With the truth on their side, they ignored the failings of the panel system and continued the fight on a legal basis. Upon notifying the NLRB of the panel's poor decision, the board renewed their investigation with vigor. DeWeese and Madonna then contacted the Equal Employment Opportunity Commission (EEOC) and four charges were filed against UPS through that organization. Additional NLRB charges were filed as well, including one involving UPS management placing cameras in the Campbellsville facility without negotiating with Teamsters 89. This charge was later withdrawn when the company agreed to remove the cameras.

When asked what kept her going, even after the state panel had ruled against her, Madonna explained that it wasn't just about her. She said she wanted to show her former co-workers that the union still had teeth and that they "still have someone on our side when big business gangs up on us like that."

Madonna Russell discusses her case with Teamsters 89 Business Agent James DeWeese.

With mounting pressure from the NLRB and EEOC and evidence piling up higher and higher against them, UPS finally realized they were beaten. After a nearly two-year fight, the company agreed to a settlement with the NLRB and Teamsters 89 that gave Madonna the justice she had long sought.

In the settlement, Madonna chose to waive her right to reinstatement and in exchange the NLRB and Teamsters 89 negotiated with the company to qualify her for a thirty-year part-time employee pension. This allowed her to retire with a very substantial boost of about $700 dollars more in her monthly pension. In addition to this, UPS was required to pay Madonna an astonishing $32,550 dollars in back pay, interest, adverse tax penalties, and damages for all the work that had been taken away from her in retaliation for her union activities.

"The settlement means a lot to me," said Madonna when asked about the substantial sum of money she received. Then, she gave a wry smile and continued, "but this was always about our union, our ability and rights to use our union."

Her Business Agent had nothing but praise for his former steward.

"Madonna came to a point where she was fed up with how management was treating her and her co-workers," said DeWeese. "Instead of caving in or bending to the company, she chose to stay the course and fight for what was right for everyone in the building."

He added, "She stood like a statue, and she won what was owed to her."

UPS was required to post a multi-page notice displaying the details of the settlement agreement and the federally guaranteed rights of union members where all of Madonna's former co-workers could read it. This posting serves as a staunch reminder to all Teamsters in the Campbellsville center that their voices cannot be silenced.

Even with UPS towering over her, and with the IBT State Panel turning a blind eye, Madonna and Teamsters 89 were able to prevail and make sure that justice was served.

Note: As part of the settlement, UPS signed into a "non-admission clause", meaning the company is not admitting it violated the National Labor Relations Act (NLRA).

Contract Information

IMI - Harrodsburg / Lawrenceburg

Members of IMI Harrodsburg / Lawrenceburg ratified a new three-year contract on Monday, December 21st 2015 by a unanimous vote.

Some of the highlights of this new contract are:

- Wage increases of $.70 cents in the first year, $.55 cents in the second year, and $.40 cents in the third year.
- The shoe allowance was increased to $75 dollars, up from $65 dollars in the prior agreement.
- The amount of damages an accident has to exceed in order to be a terminable offense was increased to $3,000 dollars, up from $2,500 dollars in the previous agreement.
- No reduction in member healthcare, with only a very small member contribution increase of roughly $1 dollar per week on average.
- IMI has agreed to remit each members dues money to Local 89 within the month the deduction was made from the employee.

Business Agents Jeff Cooper and Jim Kincaid would like to thank the negotiating committee, Charlie Gibson and Jamie "Hat" Watts, for their hard work and dedication to the members at IMI.

Bimbo - Louisville

On Wednesday morning, January 6th 2016, the membership at Bimbo ratified a new contract by a strong majority of approximately five to one.

This new three-year agreement contains many improvements for the affected members including:

- Vacation relief to choose routes by seniority.
- Increase in holiday pay if working on the holiday.
- Changed the birthday holiday to a floating holiday.
- $500.00 dollar gross lump sum ratification bonus.
- $5.00 dollar increase in weekly base pay.
- $0.40 cents increase for full-time hourly rates.
- $0.25 cents increase for part-time hourly rates.
- Lowered cost of insurance for employees by $5.00 dollars per week in years one and two, and by $10.00 dollars per week in year three.
- The Company will maintain a 4% increase to employee pensions for each year of the agreement.

Business Agent Roy Reynolds would like to thank the members of the union committee, Billy Arthur, Bradon Gavin, Chris Wiehebrink and Kenny White Sr. for their tireless work during these negotiations. Due to the scheduling, these members sat in negotiations on their time off, often for twelve hours each day. Their knowledge, experience, and dedication were vital to securing this contract.

Bimbo - Bowling Green

On Tuesday, January 12th 2016 the membership at Bimbo Bowling Green ratified a new contract by a majority vote.

This new three-year agreement contains many improvements for the affected members including:

- Increase in holiday pay if working on the holiday.
- Changed the birthday holiday to a floating holiday.
- $500.00 dollar gross lump sum ratification bonus.
- $5.00 dollar increase in weekly base pay.
- $0.40 cents increase for full-time hourly rates.
- $0.25 cents increase for part-time hourly rates.
- Lowered cost of insurance for employees by $5.00 dollars per week in years one and two, and by $10.00 dollars per week in year three.
- The Company will maintain a 4% increase

to employee pensions for each year of the agreement.

Business Agent Roy Reynolds would like to thank committee member and union steward Tim Fisher for his great work during these negotiations. Due to conflicting schedules, Tim often sat at the negotiating table for twelve hours on his days off. His knowledge, experience, and dedication were instrumental in getting this contract secured.

Spirit Services

Members at Spirit Services in Louisville and Bowling Green unanimously voted in favor of a new three-year contract on Monday, February 1 2016.

This new agreement includes substantial pay raises, the addition of an extra holiday, FMLA language which exceeds the requirements of the law, raises in weekly guarantees of pay, an increased boot allowance, and work rule changes which will result in greater transparency in commission pay outs.

Perhaps the most import victories were the removal of a "tiered" wage and health care system and the guarantee of no new out of pocket costs for health insurance.

"Early on, the members made it very clear that the language in the prior agreement needed to be changed to help those who had been hired after 2012," said Business Agent Jay Dennis. "Because of the solidarity between all these brothers—long and short term—the Company knew it had no choice but to meet our demand for a fair contract".

To compel the Company to agree to language which addressed the needs of the membership and their families, members stood solid through several rounds of often contentious negotiations and the rejection of two "last, best, and final" offers from the company. Further, the members had authorized a strike and were ready to walk a picket line should it become necessary.

According to Dennis the company realized that the threat of a strike was very real once their second substandard offer was unanimously rejected. "The members were ready to employ any means necessary to get what they deserved, and that message was clearly delivered to the company."

Needless to say, when it became clear that a strike was imminent, the company was much more willing to sit down and meet the demands of its Teamsters employees.

President Zuckerman, the Teamsters 89 Executive Board, and Negotiations Chair Jay Dennis would like to thank all the members who stood solid throughout these negotiations! This victory could not be achieved without their strength and solidarity!

A special thank you is also owed to Negotiating Committee members Mike Richards and Tony King for all their hard work and dedication during the long and difficult bargaining process and the shop-floor campaign. Further thanks goes to Negotiations Co-Chair and Teamsters 89 Recording-Secretary Jeff Cooper for his advisory role in the process. His experience and wealth of knowledge was a tremendous asset throughout negotiations.

Atlantic Aviation

Members at Atlantic Aviation unanimously approved a new four-year agreement that has a number of improvements, including a minimum of $1.90 an hour in raises throughout the life of the contract.

Additionally, the union negotiating committee was able to prevent any increases in costs for health insurance, which was a major concern for the affected members.

In a fantastic show of solidarity, all twenty-four members of Atlantic Aviation attended the contract meeting and vote. It is very rare to see 100% turnout, and we are greatly appreciative of the dedication shown by these members!

Contract Information

Business Agent and Teamsters 89 Trustee Kevin Evans would like to thank the stewards who made up the negotiating committee, Jeff Troutman and Johnny Hikes, for all their help, experience, and support. Without them such a great victory could not have been achieved!

Ryder Truck Rental - Bluegrass

Mechanics and servicemen Teamster members employed by Ryder Truck Rental overwhelmingly ratified a new three-year agreement on Sunday, January 31st of 2016.

Among the highlights of the new agreement are substantial pay increases for all three years, including first year raises averaging $2.19 dollars per hour! Improvements were also made in the tool allowance and tool insurance, along with an increase in the night shift premium.

Business Agent Rick Curtis, who led these negotiations, and everyone at Teamsters 89 would like to recognize and thank stewards Eugene Braden and Joe Bruin for their valuable assistance during the bargaining process!

Brown Forman

On Saturday, February 13 2016, the membership at Brown Forman overwhelmingly ratified a new five-year agreement by a count of 114 yes to 27 no.

Two prior agreements offered by the company were strongly rejected by the members, who felt the company was holding back on them. After the second rejection, Teamsters Local 89 President Fred Zuckerman filed labor charges against Brown Forman for bargaining in bad faith. This, coupled with the two resounding rejections, caused the company to return to the table with a more serious offer that the membership approved of.

Included in the newly ratified contract are impressive wage increases of 11% over the five years, an improved vacation schedule, improvements in bereavement leave, and improvements to short and long term disability benefits. A major point of contention, tiered wages, was also largely addressed by adding the ability for all current “Wage B” employees to move to “Wage A” before the contract expiration.

Also added to the contract was a $1,500.00 dollar signing bonus for all employees, plus an early retirement bonus of $15,000.00 dollars for employees who meet certain eligibility requirements.

Local 89 Business Agent and Negotiation Chair, Rick Curtis, would like to thank Chief Steward Jeff Halsel, and Stewards Paul Povesis, Diane Patton, Benny Taylor, Kenny House, Mike Brown, Russ Cox, and Kelcey Marion for their valuable assistance throughout negotiations.

Android - Bowling Green

A new agreement was recently approved by the membership at QSG, a department of Android Industries, by a unanimous vote.

The new agreement includes annual wage increases, two additional paid holidays, three paid personal days every six months, and other language improvements.

Trustee and Business Agent Kevin Evans, who chaired negotiations for the union, was pleased with the outcome. “Thanks to the help of stewards Anthony McGrew & Kenny Teed, we were able to reach an agreement that was unanimously approved by our members in the QSG department at Android Industries.”

Politics

Special Election Report

On March 8th, in an incredible show of solidarity and strength against the anti-worker agenda, three of four labor endorsed candidates swept to victory, thus securing a pro-worker majority in Kentucky House of Representatives!

Labor candidates won in districts 8, 62, and 98. The only loss came in district 54, which was the longest shot for a victory. In district 62 working people gained a seat which was previously held by an anti-union politician, making that win particularly welcome news. In districts 8 and 98, labor endorsed candidates won in landslides, proving to be a strong referendum against anti-worker legislation such as "Right-to-Work" and the scorched earth agenda of the Bevin Administration.

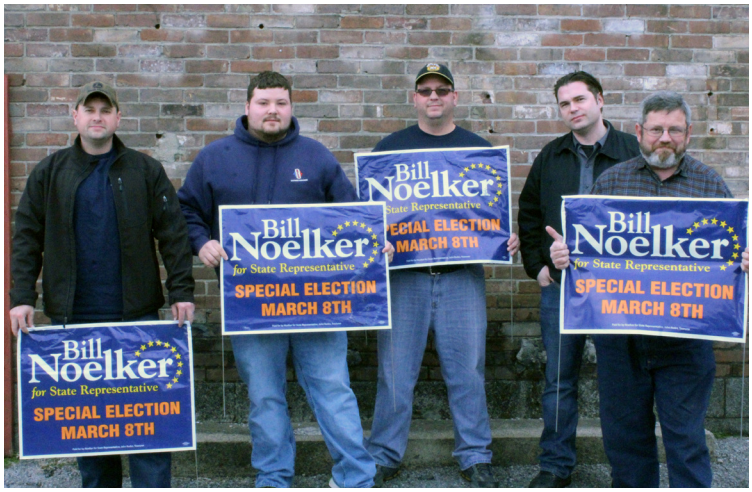
Teamsters Local 89 President, Fred Zuckerman, expressed his happiness with the results and the positive impact it will have on the future of organized labor in the Commonwealth.

"Tonight was a great night for us in Kentucky," Zuckerman said after the results were announced. "If the Governor was successful in his scheme to get four anti-worker candidates elected, surely he would have destroyed worker's rights and standards of living. Bevin failed tonight as we retained three of those four seats. He has failed at attacking our middle class."

The entire Kentucky House of Representatives will be up for election in November, making this a major victory in an ongoing battle to protect working families. The unified Kentucky Labor Movement will no doubt be ready for the challenge this fall, and has already begun its campaign to elect pro-worker candidates.

Even the Courier-Journal was impressed by labor's involvement, saying in one of their articles about the election results that labor unions were a factor in the wins and " … the unions were energized, especially in northeastern Kentucky where voters witnessed what has gone on in West Virginia with passage of [Right-to-Work]."

We would like to thank everyone in labor who worked tirelessly on these four campaigns. For our part, Teamsters Local 89 sent four members to assist in the campaigns in districts 54, 62, and 98 for several weeks. In fact, in the 62nd district, Teamsters Local 89 volunteers were the first to knock on doors to encourage people to support labor friendly candidates. We would like to personally thank Trey McCutcheon (Zenith Logistics), Bill Miller (Zenith Logistics), Matt Ward (RCS Shelbyville) and Rick Stevens (Jeffboat) for all their hard work. These outstanding Teamster members went for weeks without seeing their friends and families in order to help organized labor win these elections!



"The leadership and hard work of the Local 89 'Ground Team'--and our other sisters and brothers throughout the Movement-- was vital to the victories of Tuesday night", said Jay Dennis, Political Director for Teamsters 89. "Through our solidarity and a very well executed campaign strategy, the working families of Kentucky prevailed against an avalanche of millions in out-of-state dollars from anti-worker groups".

County "Right-to-Work" Ordinance Struck Down

District Court Judge David J. Hale issued his ruling in the lawsuit against Hardin County for passing a county-wide version of "Right-to-Work".

Several unions, including Teamsters Local 89, jointly filed this lawsuit due to the fact that the National Labor Relations Act (NLRA)clearly explains that only states and territories are permitted to pass such laws.

It has always been Teamsters Local 89's position that Hardin County, and the eleven other counties that passed county-wide "Right-to-Work" legislation, were in violation of of the Federal NLRA and did not have the legal right to enact such laws.

After months of deliberation and countless arguments from both sides, Judge David Hale has at last agreed that these laws are in violation of the NLRA, and were illegally passed!

This is a great victory for working people and organized labor in Kentucky, as outside interests, corporations, and billionaires poured endless amounts of their resources into this attempt to spread "Right-to-Work" to Kentucky.

Special thanks to Teamsters 89 General Counsel Robert Colone, who was instrumental in the Teamsters argument against this anti-worker law, and thank you to Judge Hale for issuing this clear and unwavering decision!

Announcements

Letters From 2015 Scholarship Winners

Katelyn Bartley

I would first like to thank you for awarding me this scholarship for my future education. I have planned and applied to attend the University of Louisville. I will be pursuing a major in Elementary Education witha focus in either English or social studies. I enjoy Science Olympiad, an extracurricular activity where I study mainly earth science. At Purdue University last year in a wildcard tournament, I won first place in Fossils and Geologic Mapping events with my partners. I cadet teach at Highland Hills Middle School for Mrs. Guy's fifth grade class. I also enjoy drawing and painting outside of school activities.

Rachel Bernard

I would like to thank the Teamsters for their support with both the scholarship money for my college education and the support you give my dad and our family. The scholarship will be applied to my education as a Dental Hygienist at WKU. It is my goal to make people smile through the work I will be doing. Thank you again for helping me achieve my goals, putting a smile on my face and supporting the hard working and dedicated people of our country.

Nature's Mulch and Landscape Supply

We are pleased to announce that Nature's Mulch, a locally owned landscaping company, is now offering Teamsters members a significant discount on all purchases at their store.

To receive the discount, simply present your Teamsters Local 89 membership card at the time of your purchase and you will be given a wholesale discount, the same given to contractors.

If you do not have, or have lost your membership card, please come down to the union hall to have a new one printed for you.

We would like to thank Nature's Mulch for this generous offer to our members, and hope to see you all take advantage of this great deal!

Nature's Mulch
1234 Old Fern Valley Road
Louisville, KY 40219
502-442-7668
http://www.naturesmulch.com/
https://www.facebook.com/naturesmulch/

In Memorium

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

William E. Feger	Kroger
Elgin Thompson Jr.	USF Holland
James W. Jessee	Morgan Foods
Emmett Nall	Teamsters 89
William Proctor	North American Bulk
Donald Bowling	UPS
Benjamin Emert	A&H
Carl Hug	Commercial Motor Frt.
Thomas Henken	Butternut
Patrick Marcum	UPS
William D. Geralds	USF Holland
Thomas Smithson	Consolidated Freight
Angela Thompson	Jack Cooper
George Ritchie	Rainbo Bakery
Harry Hall	YRC
Richard Ball	Allied Systems
Darrell Swift	Zenith Logistics
William R. Curl, Jr.	Kroger
Norman Knoy	Port of Louisville
Gary "Corky" Pope	RCS

Teamster Made

Congratulations to our newest additions to the Teamsters Family!

Samantha & Chris Hedges	UPS	Baby Boy
Shelly Kerfoot	UPS	Baby Girl
Roman Miller	UPS	Baby Boy
Jessica & Johnathon Botner	UPS	Baby Girl
Robby Grigsby	UPS	Baby Girl

Union Membership - The Only Way To Go!

Most collective bargaining agreements include a Union Security Clause which provides that as an employee you are required by law to either join the Local Union as a Full Member or you may choose to be a Non-Member Financial Core Fee Payer. As most of you already know, "full" membership status entitles you to ALL of the rights and privileges designated in the International Brotherhood of Teamsters Constitution and the Local Union By-Laws. But, some of you may not be aware that Local Unions have another "membership" status which is imposed by law. That status is called "Non-Member Financial Core fee payers status". The name "financial core" was derived from a U.S. Supreme Court case. The case established that in a non-right-to-work state, a union with a collective bargaining agreement containing a Union Security Clause must afford employees the right to belong to the bargaining unit but not pay the full membership dues in the event that the employee does not want to be a full-fledged member. You may be asking yourself: what is the difference between a full member and a non- member? Well, the difference is significant and has a substantial impact on your rights and privileges as a union member.

Full Membership

Generally, full members are strong supporters of the Teamsters Union and appreciate the opportunities and benefits that come along with union membership. Full members pay monthly dues based on a calculation of the member's hourly wage. The Union dues are collected monthly in an effort to assist with union expenses. These expenses include the cost to run the union; representation of each and every member; and providing certain other member benefits and privileges. Some examples of full member benefits would be:

1) The right to vote your conscience on acceptance or rejection of proposed contracts that set wages, benefits, and working conditions;

2) The right to fully participate with your fellow employees in the development of contract proposals, the election of Local Union and International Union officers, and other Union activities; and

3) The right to participate in membership programs, such as low interest credit cards, discount coupons, reduced-fee legal services, seminars, union publications, and other services available only to union members.

Non-Member Financial Core Fee Payer

Non-Member Financial Core Fee Payers (also known as "non-members" or "core members") do not wish to be full members of the union for any number of reasons. But, by law non-members are still required to make monthly financial contributions for activities "germane to collective bargaining." Non-Member Financial Core Fee Payers are charged a monthly fee amount. The fee is calculated based on the "core" sum of essential local union expenses, such as local union administrative expenses and costs derived from collective bargaining. This fee is generally only a few dollars less than the monthly membership dues paid for by full members. But, along with the decrease in fees for the Non-Member Financial Core Fee Payers, the Non-Member Financial Core Fee Payers' rights and privileges are also decreased. For example, Non-Member Financial Core Fee Payers are not allowed to participate in union activities and they are not allowed to vote in any Union election. Non-Member Financial Core Fee Payers are afforded only the same rights as a full member in regards to filing grievances and seeking protection under their collective bargaining agreement.

2016 Teamsters Local 89 Scholarship Application

Applications for Local 89 scholarships for sons and daughters of ACTIVE members of the local union are now being accepted. Three scholarships will be awarded to male students and three 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. No student shall be eligible for more than one scholarship. 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.

HIGH SCHOOL SENIORS ONLY. Do not apply until your last year of high school. Applicant to complete items 1 through 11.

1. Name: _____
Last *First* *Middle Initial*

2. Address: _____
Street *City* *State* *Zip*

3. Telephone: _____ 4. Date of Birth: _____

5. Sex: Male ( ) Female ( ) 6. Social Security Number: _____

SCHOOLING

7. _____
Name & Address of High School You Are Attending

8. Expected Date of Graduation: _____

9. What College do you plan to attend?

_____
College Name

Have you applied? Yes ( ) No ( ) Have you been accepted? Yes ( ) No ( )

FAMILY

10. Full Name of Teamster Parent: _____

Social Security Number: _____

Place of Employment: _____

Relationship of Teamster Parent to Applicant (Choose One)

a ( ) Father: _____ b ( ) Mother: _____

c ( ) Other Please Specify _____

11. Signed _____
Teamster Member

Date: _____

Signed _____
Applicant

Date: _____

Upon completing items 1 through 11 above, forward this completed application to:

Teamsters Local 89

ATTENTION: SCHOLARSHIP FUND

3813 Taylor Blvd., Louisville, KY 40215

DEADLINE: May 31st, 2016

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

Next General Membership Meeting
June 10, 2016
7:30 PM
Teamsters Local 89 Union Hall
3813 Taylor Boulevard
Louisville, Kentucky 40215

TEAMSTERS LOCAL 89

Job Well Done

Congratulations to our newly retired Brothers and Sisters!

Christine Wilson	Advance Ready Mix
Tony Hartman	Jeffboat
Steve Merry	Jeffboat
Frank Chaffin	Jeffboat
Ray Deaton	Jeffboat
Sam McGill	Jeffboat
Jose Frandin	Jeffboat
Jack Downs	UPS
David Sheeran	UPS

The next scheduled meeting for all retirees of Teamsters Retiree Chapter #89 has been scheduled for Saturday, May 21 2016 at 10:00AM at the Teamsters Local 89 Union Hall, to be followed by the Wallie Bruce & Chuck Priddy Memorial Fish Fry.

Join the Local 89 Retiree's Chapter

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 $24 per year and include all meetings and functions. For more information, contact Kim Wolfe.

Retirees' Chapter Executive Board: (Left to Right) Bill Slone, Joe Solomon, Royce Burce, Jim Wilson, Pat Gwynn, and Earnie Crouch.