



# TEAMSTERS

## LOCAL 89

The Official Publication of the International Brotherhood of Teamsters Local 89

[www.teamsters89.com](http://www.teamsters89.com)

(502) 368-5885

[info@teamsters89.com](mailto:info@teamsters89.com)

# Morgan Foods



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## A Message From President Fred Zuckerman

As many of you probably already know, the United States Treasury Department has rejected the proposed cuts to the Central States Pension Fund (CSPF).

In April 1, and many other active members and retirees from Teamsters 89, attended a rally in front of the Capitol Building in Washington D.C. to oppose the CSPF cuts. There were a number of powerful speakers there, including Senator Elizabeth Warren (D, MA) who has been a longtime ally and champion for the working people of America.

Senator Warren knows, as we do, that this pension crisis was brought upon us through no fault of the active members or retirees who participate in the plan. It was brought upon us, in part, by the calculated greed and gross mismanagement of our fund by Wall Street. It was also brought on by the unbelievable number of companies that have been allowed to leave the CSPF, and by the sheer lack of new participants into the plan.

Although this battle has been won, we know that the war to save our pensions is far from over. With the Treasury's rejection, the CSPF will be insolvent within ten years. We hope that, seeing the economic devastation it will cause throughout the nation, Congress will act upon this next year and bring relief.

We cannot simply wait for that to happen. We must continue to push for new entrants into the CSPF. We must continue to organize new companies with new members to revitalize the pension fund. With dedication and perseverance we can win this fight, but only if we all stand up together as Teamsters brothers and sisters should.



# Local Updates

## Retirees Building

Teamsters 89 would like to thank all our retirees for their years of service and encourage them to actively participate with their fellow retirees in the chapter.



As reported last year, Teamsters Local 89 purchased the “Grady’s” building which had been abandoned for many years next door to the Local 89 union hall. Since its purchase, this new addition has been undergoing extensive renovations to turn the former restaurant into a meeting hall for the Local 89 retiree’s chapter. The renovations are now complete. The new retiree meeting hall, which has a full kitchen and ample seating, will be the perfect place for all Local 89 retirees to gather and enjoy one another’s company for many years to come.



The photos here were taken at the retiree's first breakfast social in the new building. It was nice to see so many familiar faces in attendance, and the officers

and staff of Local 89 hope to see even more retirees join them in the future.



Breakfast is cooked every Thursday morning in the new retirees building, and all Local 89 retirees are welcome to attend.

## Steward Seminar

On Sunday, June 5th, Teamsters Local 89 hosted a Steward Training Seminar at the Union Hall. The event was a tremendous success with 57 Stewards and Alternates from 17 different companies in attendance.



Communications Director Stephen Piercey, Political Director and Business Agent Jay Dennis, and Business Agent James DeWeese taught the roughly two-hour long seminar, which covered the structure of the Teamsters union and internal organizing. Several other Business Agents and Officers of the Local were also in attendance, including Vice President Avral Thompson, who spoke during introductions. Activist



members Trey McCutcheon, Bill Miller, and Matt Ward volunteered to help set up and staff the seminar.

A letter from President Zuckerman was sent out to all Local 89 Stewards two weeks prior to Sunday to inform them of the event.



“Local 89 has a long, dedicated history of providing educational and informational resources to our Stewards. Yesterday’s seminar is an example of how we are enhancing and revitalizing the Stewards’ training program at Local 89,” President Fred Zuckerman said the day after the event. “We plan to build on the success of this new format in the future to include even more robust features. “

Stewards who attended were provided with a free lunch (catered by Local 89 member Brenda Helm, who also attended the seminar as a Steward from RCS) and new binders with additional information and supplies inside.



SINCE 1899

# MORGAN FOODS





Wallace Turner (21 years)



Lucinda Bush (36 years) and Sheala Stone (17 years)

## Morgan Foods Where Teamsters Prepare Your Meals

Have you ever wondered where your canned food comes from, or how it was made? Well, there's a good chance some of the cans in your pantry were made by your fellow Teamsters 89 brothers and sisters at Morgan Foods!

Founded in 1899, Morgan Foods is located in Austin, Indiana. The company employs 335 Teamsters represented by Business Agents Jim Kincaid and Jeff Cooper.

The company mixes, cans, cooks, labels, and distributes a wide array of canned food to stores all over the country. They make soups, beans, broths, gravies and sauces for a variety of stores such as Kroger, Meijer, Wal-Mart, Save-a-Lot, and Aldi's. Teamster members are involved in this process from beginning to end.

Dorothy Applegate (24 years)



Sharon Chandler (11 years), 2nd Shift Steward James O'Brian (3 years), Sally Poggel (37 years) and Shannan Richie (13 years)





Jamie Hernandez (4 years)

Billy Caudill (8 years) and Jack Green (5 years)

## **Morgan Foods The Process**

The first step is to mix the raw ingredients together and cook them in enormous, 1,000 gallon kettles. Once thoroughly cooked, the product is placed into various sized cans.

Once in the can, the product moves down the line to a Seamer that places the lid on and hermetically seals the can, a process which creates an airtight seal which can keep the food inside fresh for years!

After the cans have been sealed, they move on to a giant pressure cooker that heats the cans up to high temperatures in order to eliminate any possible bacteria that could be present, making the product inside 100% completely safe for customers to eat.

Now cooked and sealed, the cans are placed in massive warehouses and allowed to incubate to ensure that everything came out just right. The length of time depends on the viscosity of that particular product.

Finally, once all other steps have been followed and the product is complete, the cans move on to the labeling department in order to receive the proper label according to customer and product. Once labeled, the cans are ready for store shelves!



Chief Steward Jim Clemmens (26 years) and Penny Higdon (27 years)



Donnie Spicer (50 years)

## **Morgan Foods Teamster Pride**

We spoke to Morgan Foods Chief Steward, Jim Clemmens, about what it means to him to have the support of the Teamsters union. According to Clemmens it's all about having rights and a voice in the workplace. Being a Teamster affords him the ability for his opinion to matter. "Without the Teamsters you have no support or say."

Clemmens, whose wife was once fired from a non-union company for no real reason, understands the importance of having a union to stand up for you.

"I became a Steward because the Teamsters help protect people," said Clemmens. "It's something to be proud of. Brother's standing up for each other. My Dad once told me 'united we stand, divided we fall'. That's what a union does. We stand together, you have a say, you have a voice."

It is important that we as Teamsters support each other as often as we can. Our union is a family, and the more we help one another the greater strength we have. So remember to check the label when you're shopping for canned foods and see if it was made by your fellow Teamsters Brothers and Sisters at Morgan Foods! Buy Union, buy often!

## Teamsters Local 89 Partners With Skills USA Union Volunteers Help Set Up Major Youth Competition

Starting on Thursday, June 9th, active and retired members of Teamsters 89 will be volunteering to work for Skills USA for several weeks. Now in its second year in Louisville, Skills USA is a major event where young people from all over the country come to showcase their technical abilities in a competition. From carpentry to welding to baking, talented youth from many fields of expertise will be on hand to help showcase their skills as well as highlight their industry.

Last year, Teamsters 89 had 25 volunteers per day working for three weeks to help get the competition ready. 80% of these volunteers were retirees. Teamsters 89 volunteers drove freight trucks and forklifts to move heavy machinery and equipment. Their expertise in these fields of work were vital to getting the competition set up in a timely fashion. In addition to volunteers, tractor-trailers from ABF, USF Holland and YRC were on loan to assist in moving equipment.

“It’s very important for us to invest in the next generation of skilled workers,” said Teamsters 89 Business Agent Rusty Villier, who represents members in the Freight Industry. “In the future these kids will be building our roads, bridges, buildings, boats, cars, you name it. We at Teamsters 89 are proud to be a part of an event that encourages them to be the best they can be.”



USF Holland Chief Steward Rodney Britton, ABF Chief Steward Dave Thomas, and YRC Freight Assistant Steward Robert Parker volunteered their time and their vehicles to help set up SkillsUSA



Here are some highlights of last year's Skills USA competition:

- Skills USA had an economic impact on the Louisville community of \$13,888,204
- 18,000 people attended last year's competition
- Over 6,000 young people competed in the event
- Around 625 industry and business partners sponsored the event (<http://www.skillsusa.org/about/sponsors/>)
- Approximately 2,000 volunteers helped set up the competition



# Contract Information

## TDI



On Saturday, March 19th a new three-year agreement was unanimously ratified by members at TDI.

Some of the highlights of this new contract include:

- Paid sick days.
- Three weeks of vacation after seven years.
- Four weeks of vacation after thirteen years.
- Pay progression removed for all employees.
- \$1.40 per hour wage increase in the first year.
- \$.50 per hour wage increase in the second year.
- \$1.00 per hour wage increase in the third year.
- Road Drivers received a 9.9% pay increase over the life of the contract.

Several articles in the contract were improved with new language that benefits the members.

Business Agent Rusty Villier, who chaired the negotiations, would like to thank stewards Ray Keith, Ian Carroll, and Spotter Ron Shanks for their time and efforts assisting in these hard fought negotiations.

## K&T Switching



On Monday, March 28th a new five-year agreement was overwhelmingly ratified by members at K&T Switching, with only a single vote against.

In the past K&T members have always enjoyed strong contract language on working conditions and rules, but have struggled without pay increases, vacation reductions, and loss of holidays due to turbulence in the automobile industry.

At the start of these negotiations, it quickly became evident that the company wanted to go even further by attempting to take away the remaining strong language that these members had benefited from for over 20 years.

The company's plan did not succeed, as the union negotiating committee remained strongly opposed

to any concessions and demanded improvements now that the auto industry had rebounded.

The members fought for and kept the language they have enjoyed over the years and negotiated improved language that further protects their working conditions and standard of living. Also achieved were substantial wage increases of \$.40 per hour for each of the five years of the new contract, totaling \$2.00 per hour in increases over the life of the agreement. Finally, Health, welfare, and Pension were all maintained at their existing premium level.

Business Agent and negotiations chair, Rusty Villier, would like to offer a special thanks to stewards Pat Phillips from KTP, Ben Tucker from LAP, and LAP C Crew Spokesperson George Skaer for their relentless efforts in these negotiations.

"I'm really proud of these guys," Villier said of his members. "They never backed down from the company, and they got a great contract out of it."

## Louisville Packaging

On Friday, May 27th, Teamsters at Louisville Packaging overwhelmingly ratified a new three-



year agreement. This new contract is a major step forward for Teamster members at the Louisville based chemical packaging contractor.

Among other advancements, the new Agreement includes sustainable pay raises, an increased boot allowance, enhanced funeral leave, and greater protections against discrimination of members. Furthermore, the Contract established seniority based promotions and bidding processes, which were not available in prior agreements, and a requirement to bid every job to existing employees prior to hiring outside the Company.

Perhaps one of the most important gains was the removal of a two-tiered system which kept members hired after 2010 far below the wages of



others. These employees were also subject to a 36-month progression in prior agreements, but are now on the same 24-month progression applied to employees in other classifications who were hired in prior to 2010. Those hired after 2010 were also given “catch up” raises in this agreement to bring them closer to the wages of their pre-2010 co-workers.

Other notable improvements included the protection of healthcare with no increase in cost to employees, a reduction in the length of time warning letters remain on an employee’s record, and the re-establishment of an “emergency call-in” day.

“This Contract establishes a new standard for future negotiations at Louisville Packaging,” said Business Agent Jay Dennis, who chaired negotiations for the union. “Despite having a large variety of different priorities for these negotiations, these members marched solidly toward one goal: to get the Contract they deserved. These strong sisters and brothers can show us all what it means to be a Teamster.”

Prior to negotiations, proposal meetings were held where members could submit their ideas for contract improvements, ask questions, or voice any concerns. They were held in an open forum format, which gave the members a greater voice in what their Negotiating Committee took to the table in meetings with the Company.

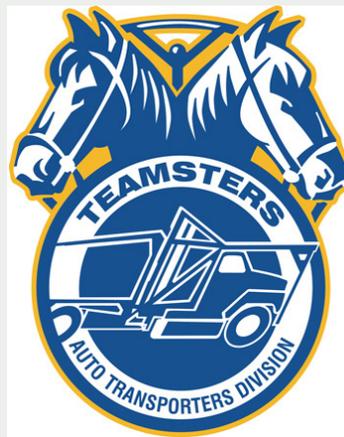
“The members absolutely deserve a voice at the table,” said Dennis. “This is not only the democratically correct manner in which to launch contract negotiations, but it is also the wisest. The conversations that occur at proposal meetings give the Negotiating Committee a much greater understanding of the underlying issues involved in each proposal, which in turn gives us greater strength at the bargaining table.”

The rank-and-file members of the Negotiating

Committee deserve the highest commendation for not only their talents and abilities, but also their unwavering support for their fellow members. Stewards John Cowles and Kevin Kernes were indispensable in reaching an Agreement worthy of the memberships’ acceptance.

President Fred Zuckerman, the Local 89 Executive Board, and Negotiations Chair and Business Agent Jay Dennis cannot thank the Committee and members enough for their solidarity throughout this process. They demanded a better contract with no concessions and stood together to make that happen.

## Carhaul Update



On April 26th the IBT Carhaul negotiating committee sent out a memorandum to all affected Local Unions giving a brief update about the Carhaul contract.

The memorandum states that the negotiating committee and the employers remain apart on most critical economic issues, including pay retroactivity and the appropriate level of wage increases.

The memorandum also says that the negotiating committee will be conducting an investigation and detailed audit of the companies, including any and all logistics operations.

As always, Teamsters Local 89 strives to keep our membership informed of important news about their contract negotiations. We will continue to update all of you with any details that emerge in the coming days. Please be sure to watch our social media and web pages for more information.

# Announcements

## 2015 Scholarship Winner



My name is Trysta Whitson, I am a senior at Central Hardin High school. I am an honor roll student, ranked 26th out of the 417 in my class, recieved a 24 on my ACT, and maintain a GPA of 3.9. I am involved in several school activities and clubs such as Earth club, Beta club, Y-club, Varsity club, the president of FBLA, and yearbook club (sales/marketing team). I am also a peer mentor and office aid for my school. Outside of school I am involved in Teen

Court and 2nd degree black-belt, assistant instructor in Tae Kwon Do. Also, I am involved in different volunteer activities such as Feeding America, Angel Tree, Kosair's Children's Hospital, St. Jude, Wounded Warriors, Elementary school festivals, Warm blessings soup kitchen, and Alzheimers support. After high school I plan to attend Northern Kentucky University and pursue my Bachelors degree in Criminal Justice and later strive towards a successful career in that particular field.

### Teamster Made

Congratulations to our newest additions to the Teamsters Family!

Charles Smith	Jack Cooper	Baby Boy
Mike Hawkins	UPS	Baby Girl
Jeremy Bowen	UPS	Baby Boy
Jared Smith	UPS	Baby Boy

### 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. Executive Board: Pat Guinn, Jerry Waters, Bill Sloan, James Wilson, Wayne Watkins, Earl Duvall, and Joe Soloman.

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



The Retirees Chapter cooks breakfast every Thursday morning at the new Retirees Building next to the union hall.

### In Memorium

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

William Ryan	Interstate Brands
William Gregory	American Smith
Collis Nelson	Motor Convoy
Dennis Rodgers	UPS
Terry Couch	Zenith
James Gordon	National Bedding
William Mullins	Morgan Foods
Clarence Downard	UPS
Bernard Evans	Transpersonnel
Queenie Raley Johnson	UPS
Kenneth Steindel	The Standard Group
Helen Hampton	Kroger Co.
Elvin Rooks	McLean
Charles Estes	UPS
Richard Bird	Porcelain Metals
George Parrish	K&T Switching
Rodney McIntyre	Zenith
Earnest Childress	Shamrock International
Don Allen Cambron	UPS
Kristian Gore	Jack Cooper

### Job Well Done

Congratulations to our newly retired Brothers and Sisters!

Edward Stineman	Jeffboat
Gerry Oliver	Jeffboat
Bruce Stallard	USF Holland
Ted Young	Jack Cooper
Steven Bowen	Jack Cooper
Jerry Taylor	Jack Cooper
Carl Rapier	IMI
Tim Seacat	IMI
Martha Philpot	Caesars

# Politics

## Teamsters Local 89 V. Matt Bevin

On June 8th, in a sixteen-page opinion, Judge Phillip J. Shepherd of the Franklin Circuit Court issued a Temporary Injunction against an Executive Order given by Governor Matt Bevin to replace sitting members of the Workers Compensation Nominating Commission (WCNC).

“It appears from the record before the Court at this time that the primary purpose and effect of the Executive Order is to implement a mass firing of Commissioners, rather than to accomplish a bona fide administrative re-organization.”

According to Teamsters Local 89 General Counsel Robert Colone who is Co-Counsel in this lawsuit, “Local 89 and other legal experts feared that Bevin’s Executive Order was intended to replace qualified members of the Commission with individuals that would support his anti-worker agenda through the judicial nomination process; thus dismantling decades of protections established through the administrative law system for injured workers.”

While the Governor often has broad discretion in making changes to existing Boards or Commissions using his reorganization power, Teamsters 89 questioned the validity of Governor Bevin’s actions in this instance and filed suit against him.

Colone added, “Although the restructuring of the WCNC is at the heart of this litigation, the constitutional questions evoked through this litigation, like ‘separation of powers’, are germane to more than just the WCNC case and have far greater implications for the Governor’s recent actions. It appears that many of the Governor’s recent executive orders could be challenged on similar grounds. It is time to find out exactly how much power the Governor has in that respect.”



At the core of this case is the question of whether the Governor has the power to remove members of Boards and Commissions who had been appointed to serve a specific term of years. The WCNC members removed by Bevin in his Executive Order were not yet at the end of their term.

Furthermore, the Governor’s reorganization power is meant to allow him to make changes to the structure, administration, budget, and other facets of a Board or Commission, yet in this instance Governor Bevin changed absolutely nothing about the WCNC aside from the members that make it up. As Judge Shepherd suggested during a recent hearing, the Governor’s Executive Order was like a “neutron bomb” because “it destroyed all the people but left the structure in place.”

Local 89, along with the Kentucky State AFL-CIO, is proud to be involved in this very important constitutional case.



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

Next General Membership Meeting  
September 9, 2016  
7:30 PM  
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# TEAMSTERS LOCAL 89

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