



*Fall 2025 Newsletter
Digital Edition*

**UNION
STRONG**
All day long!

Proudly representing Teamsters in Kentucky, Indiana & West Virginia

Joint Council 94 Executive Board

Jeff Cooper
President
Local 89

Luke Farley
Secretary-Treasurer
Local 175

Rick Bauer
Vice President
Local 697

Justin Scharrer
Recording Secretary
Local 783

Earl Brown
Trustee
Local 215

Darren Woodward
Trustee
Local 236

James Brant
Trustee
Local 651



Jeff Cooper

President

Teamsters Joint Council 94



Growing the Teamsters

The International Brotherhood of Teamsters is the strongest union in North America, but that wasn't always the case. In 1932 our union consisted of just 82,000 members. Nine years later we had dramatically grown to 530,000, and today we number 1.3 million members. There were many factors that contributed to the growth of our Union, but the most important one has never changed; organizing.

It's a well known, but often unspoken rule in the American labor movement that if your union isn't organizing then your union is dying. We may not like to admit it, but it's a fact of life that companies come and go as the times change, and the only way for a union to continue thriving in those circumstances is to constantly organize. If our union hadn't been dedicated to organizing then we would have vanished alongside the horse and buggy when trucks became the standard for transportation. The industries and jobs may be different, but that is still the case today.

I'm proud to say that the Teamsters union leads the way in organizing, especially over the last few years. Our International just recently reported that over 90,000 new members have been organized since General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman took office in March of 2022. I'm also proud to say that a decent percentage of those new members are in Joint Council 94 where we represent approximately 2,000 more workers today than at this same time three years ago.

Aggressive organizing is the key to building a stronger Teamsters union, and Joint Council 94 is dedicated to doing so in our jurisdiction. Over the past several years we have worked to coordinate organizing efforts between our Local Unions and assist one another whenever possible. We plan to continue promoting this in a variety of ways, such as hosting organizing training sessions that our Local's can participate in, by building organizing information into our new JC94 website, and much more.

Every member is an organizer and every Local Union must embrace an organizing model so that we can continue to grow and remain the most powerful union there is.



Luke Farley

Secretary-Treasurer

Teamsters Joint Council 94



World War Amazon

None of us in the Teamsters today have ever seen a greater threat to the American working class than Amazon has become. Less than thirty years ago they were just a small online book store that could have easily been a casualty in when the dot com bubble burst. Today, they are a near unstoppable international Goliath hell bent on owning anything and everything.

If Amazon was a benevolent company that took great care of its employees, maybe that wouldn't be so bad. Unfortunately, they are just the opposite. Amazon looks at working people like products to be used up and thrown out once they wear down. They pay so far below union industry standards that it's sickening. Amazon's business practices harms their employees and endangers our members at competing companies like UPS and Kroger.

And as if that wasn't enough to make them a threat to the entire working class, now Amazon is taking their war on workers to a whole new level by challenging the very constitutionality of the National Labor Relations Board. It's very likely that Amazon's legal challenge against the NLRB will wind up in the Supreme Court, which is currently slanted heavily against workers rights. It's difficult to say what the outcome will be as there are many factors at play, but the simple fact that Amazon has grown powerful and arrogant enough to challenge the government agency meant to protect the rights of working people should alarm everyone.

But rest assured, the Teamsters aren't just sitting on the sidelines of this war, we're rushing onto the field. We will fight to defend the value of the NLRB, and we will continue to expand our Amazon organizing model to hold this company accountable and improve the lives of Amazon workers and the entire American working class.



Fred Zuckerman

*General Secretary-Treasurer
International Brotherhood of Teamsters*



Return of the Strike

For a long period of time the American labor movement seemed to be averse to striking employers, which diminished the leverage needed to win the strongest contracts possible. When General President Sean M. O'Brien and I were elected to lead the International Brotherhood of Teamsters, we made it clear to employers that our union would be willing to do whatever it took to win what our members deserved.

But it wasn't enough for our union leadership to be willing to call strikes when necessary. Our members had to be confident they would be taken care of if they were forced to strike by employers.

When we first took office, the General President and I spoke at length about this issue and began researching what we could do. In 2023, we began experimenting with "discretionary" strike benefits which are an enhanced benefit above and beyond what is constitutionally mandated. The first of these came when Local 89 and Local 135 conducted simultaneous strikes against Sysco. The General President authorized an enhanced strike benefit of \$300 per week for these brave Teamsters, which contributed to Sysco caving after only two weeks.

With the success of that first test case, we conducted a second test by increasing benefits to \$500 per week during a five-week strike at Detroit Area Casinos. As a result, 77% of the members participated in the picket line and ultimately won a powerful new contract.

The final and most consequential test came when a strike was called at the DHL-CVG air hub in Northern Kentucky. Initially those members received the same \$500 per week benefit as the Detroit Area Casinos did, but after two weeks the General Executive Board doubled that amount to \$1,000. The impact was felt immediately, as participation on the picket line saw a dramatic spike, including workers joining who had previously crossed the line. Just two days after this increase, DHL caved and agreed to a contract.

The use of these enhanced benefits grew in 2024 and 2025, and the impact cannot be overstated. In instances where enhanced benefits are authorized, member participation on picket lines is significantly higher and morale remains strong, even in cases of prolonged strikes. These enhanced benefits have also proven to be an extremely effective tool for union bargaining committees during negotiations. Local unions have reported that companies seem far more willing to bargain a fair contract once they learn that their employees will receive strike benefits extremely close to their normal weekly wages.

The fund contained approximately \$316 million in 2021 before the General President and I took office. Today, the fund has grown to over \$380 million despite now paying benefits on Day One, the adoption of enhanced benefits of \$1,000 per week, and the highest number of strikes being called in modern history. While we are paying out more in strike benefits than we have in decades, the fund is still growing. That's a testament to our commitment to the membership as an International Union. When you give members the tools they need to fight, they win strong contracts with record wages, and that allows the union and our strike fund to grow stronger and protect even more members in the future.

The General President and I are very proud that this bold new approach to enhanced strike benefits has resulted in a more confident and militant membership. Corporate America is on notice that the Teamsters are ready and willing to expend resources to win the strongest contracts possible.

Teamsters Local 89

Louisville, Kentucky



Avral Thompson
President

Jeff Cooper
Secretary-Treasurer

Brian Hamm
Vice President

Craig Burns
Recording Secretary

James DeWeese, Kim Wolfe, Vincent Rivera
Trustees



Report from Local 89 President Avral Thompson

Since the last Joint Council 94 newsletter our members have ratified strong contracts at IMI New Albany, Kentucky Truck Sales and Louisville Packaging, and we are in ongoing negotiations with Canteen Vending, CSS - Glendale Battery Plant and Real Alloy.

We have pending arbitrations at several shops including Bimbo Bakeries, Brown Forman, Sysco Drivers, Sysco Warehouse, Vestis and Zenith.

Our Local has a number of ongoing organizing campaigns at Amazon, Kroger Fulfillment Center and many more that are in early campaign stages.

Real Alloy

As mentioned above, Local 89 and our rank-and-file bargaining committee have been in negotiations with Real Alloy since the workers first organized this Spring, but sadly very little progress has been made. The Company, whose lead negotiator is the very same union busting attorney hired during the initial organizing drive, has engaged in stall tactics and lengthy debates over even the smallest issues, all in a bad faith effort to drag negotiations out so that workers lose hope.

In response to this, our Real Alloy members voted by an overwhelming 96% to authorize a strike if one becomes necessary. With this vote, our members emphatically declared that they are done playing these games and that they expect the Company to get serious about negotiating their first contract.

We are hopeful that Real Alloy's management takes this message from their workers to heart and chooses to do the right thing. If the Company instead opts to continue down the path they have been on, Teamsters Local 89 and our members at Real Alloy are prepared to do what it takes to correct their bad faith behavior.

UPS Action

As you may have already seen reported by our International, Local 89 was heavily involved in a massive action against UPS that resulted in the settlement of numerous grievances, including a very important one for our members at UPS Worldport.

Our Local and others were prepared to conduct a strike against UPS utilizing language in the Central Region Supplement that gives us the right to call a strike in certain situations when a grievance becomes deadlocked. This is one of the few times we are able to strike UPS during the term of a contract, and due to the grievance related and strategic nature of the strike it doesn't require a membership strike authorization.

Local 89 was poised to strike UPS Worldport and all other UPS locations in our jurisdiction, and a mixture of staff and volunteer members had been sent to California, Atlanta, Ohio, Chicago, Boston and Philadelphia where they were prepared to extend picket lines to UPS facilities in those areas.

Less than thirty minutes before we were going to set up the picket lines, we were notified by the IBT that UPS had caved to the pressure and had agreed to settle our issue as well as many others across the country.

As a result of this militant and tightly planned action, a major jurisdictional dispute we had at UPS Worldport was settled and has resulted in additional AMDC work that we have been fighting the Company on for over a year now.

I'd like to thank everyone involved in the planning and near-execution of the actions at UPS, especially all of the Local 89 staff and members who were set to picket across Kentucky and Southern Indiana, and those who traveled across the country to fight the good fight.

Teamsters Local 175

South Charleston, West Virginia



Steve Day
President

Luke Farley
Secretary-Treasurer

Don Perdue
Vice President

Jenna Jeffrey
Recording Secretary

Darren Kimberling, George Scott, Kevin McKinney
Trustees



Report from Local 175 President Steve Day

Since our last JC94 newsletter report, Local 175 members at River Oaks have ratified a new contract. We are currently in negotiations with Huntington Plating, Coke Clarksburg, and Quick Delivery. Our Local is also engaged in a jurisdictional dispute involving AHF Products.

Our Local has pending or ongoing arbitration cases at a number of employers, including Four Republic, Vestis, Beverage Market, Pepsi Nitro and Ryder.

We're proud to report that our Local settled two more grievances at Coca-Cola for \$75,000 dollars and \$89,000 dollars respectively, for a total of \$164,000 dollars rightfully returned to our membership.

Lastly, we would like to encourage all our members to register on our website at www.teamsters175.org to receive updates about our Local Union.

Teamsters Local 215

Evansville, Indiana



Earl Brown
President

Larry Cline
Secretary-Treasurer

Brian Kneer
Vice President

Mike Baumgart
Recording Secretary

Mike Weimer, Reggie Eastwood, Shannon VanMeter
Trustees



Report from Local 215 President Earl Brown

Since the last time we reported in the Joint Council 94 newsletter, Local 215 members ratified a contract at Republic Services of Indiana Transportation, LLC.

We have a number of contracts that are currently in negotiations, pending ratification or are expiring soon including City of Princeton, Evansville Vanderburgh Airport Authority: Maintenance and Safety, Evansville Vanderburgh School Corporation: Bus Aides, Bus Drivers, Custodians, Secretaries, Special Ed Assistants / Paraprofessionals, MSD of Mt. Vernon: Bus Drivers and Custodians, and Precoat Metals.

Local 215 also has active arbitrations at a number of the shops we represent such as a termination at Bootz Manufacturing, a seniority violation at City of Evansville, two discharges without progressive discipline at City of Princeton, and two cases at Lewis Brothers Bakeries involving subcontracting and fuel pay. We also settled an a case over seniority at City of Evansville just prior to arbitration and the member received back pay.

Finally, we are working on several internal and external organizing drives in Posey, Spencer and Warrick Counties, and just recently we organized Slot Attendants at Bally's Casino and negotiations for their contract will begin soon.

Teamsters Local 236

Paducah, Kentucky

Darren Woodward
President

Larry Robinson
Secretary-Treasurer

Robin Waggoner
Vice President

Sallissa Lamph
Recording Secretary

Blake Waldon, Aaron Griggs, Darrin Bishop
Trustees



Report from Local 236 President Darren Woodward

Local 236 would like to thank Joint Council 94 for allowing us to host the September meeting in Paducah, Kentucky.

Local 236 participated in the 50th Annual Labor Day Parade in Paducah, Kentucky. We had a 140 attend, including members, and their families. The Local would like to thank those in attendance for their support.



Bimbo Bakeries has moved Paducah from the Southeast division to the Midwest division. Shortly after a route was combined & eliminated.

TVA - Darren Woodward, Steward Brian Clark & Brian Dixon talked to TVA and were able to get another Augmented job to help the warehouse half the year & coal yard the other half depending on which season it was. The Local is appreciative of the work that they put into make this happen.

UPS - Local 236 held the heat drive campaign & handed out the IBT thermometers for drivers & also to part-time employees.



Amazon - The Local held our 2nd Amazon organizing meeting on August 3, 2025. The Local would like to thank Gilliam & Kelvin Jeffords for putting on the training & the people that attended.

Arkema had a ribbon cutting ceremony for a new product called Forane 1233zd that is only made at the Calvert City Ky plant. This product is used for building insulation, appliance foam, and low-pressure centrifugal chillers. Sallissa Lamph represented Local 236 at the ceremony along with Stewards Aaron Griggs & Jared Whybark. They did an excellent job representing our Local.



Teamsters Local 651

Lexington, Kentucky



James Brant
President

Brandon Grow
Secretary-Treasurer

Joe Lance
Vice President

Kristina Hicks
Recording Secretary

Josh Martin, Lisa Jackson, Joe Melvin
Trustees



Report from Local 651 President James Brant

Local 651 held our annual Labor Day Picnic and it was a big success. We had a great turnout from our members, and everyone who attended had a good time socializing with their brothers and sisters.

We're having another big social event on October 25th when we are holding our Fourth Annual Side by Side ATV Ride. We'll have food and t-shirts for all the members who attend, so come out and join us!

UPS

We've had a lot of issues going on at UPS since the last newsletter. We're dealing with management in UPS Feeders not abiding by grievance settlements, M.O.U.s and past practices, and we've been facing serious under staffing issues with members having to work six days and sixty hours a week. That's resulted in over \$250,000 dollars in 3-day/9.5 penalty pay and \$85,000 dollars in 9.5 settlements. On a positive note, thanks to all of this we've had 30 new jobs added which should go a long way towards fixing the problems.

White Paper Contracts

We are in negotiations for a first contract at Vision Works, and are tying up some loose ends as we finalize everything with our first contract for Southern Glazer's. Our members have also ratified strong new agreements at Vessels and Georgia Pacific where their bargaining committee's did fantastic jobs in negotiations.

Teamsters Local 697

Wheeling, West Virginia



Rick Bauer

President

Mark Christman

Secretary-Treasurer

Jason Dobrzynski

Vice President

Gregg Paske

Recording Secretary

Randy Weekley, Paul Selby, Jackie (JJ) Eddy

Trustees



Report from Local 697 President Rick Bauer

United Dairy

We have filed a case with the Industrial Committee regarding forced overtime and qualifications. Unfortunately, the Committee upheld the Company's stance, and senior members can be forced before junior employees if the Company doesn't believe they are qualified.

Pepsi

We have had two discharges and both cases have been sent to the attorney for opinion letters.

Contracts

Blue Mountain Beverage, formerly McCann Distributing, have started negotiations. So far it has been productive. We have signed a 30 day extension in hopes of getting an agreement soon.

Riverside has reached a new 5 year agreement that include, wage increases, maintaining Health & Welfare and Pension.

Carenbauers has also ratified a new 4 year agreement containing sufficient wage increases and maintaining health & welfare and pension along with language and paid days off.

Organizing

We have lost the regional appeal to count the votes at Highline Warren. The Local lost by two votes. I believe this is the best outcome due to the Company being able to appeal to DC had the regional ruled in our favor. Since they don't have a full board in DC, the appeal could have gone on indefinitely. Since it has taken eight months for the first two appeals, we can begin preparing for a new campaign to vote in December. I will be reaching out to the IBT for help once again.

Slay Transportation

A meeting was held with the road drivers about dispatch. I believe we have finally come to a resolution on how it is performed using outside drivers until we get back to being fully staffed up. We still are 30 drivers short at the Sardis, OH facility.

UPS

A 2nd step grievance hearing has been held and all but 4 issues have been resolved. I believe we can reach an agreement on those last 4 and we are awaiting the Company's response to those issues.

General

I would also like to thank our Local and State Building Trades for the financial support they have given to our members affected by the June flood.

In closing, myself and the Executive Board want to thank the membership for electing us to another term and look forward to representing you.

Teamsters Local 783 Louisville, Kentucky

Justin Scharrer
President

Gerry Francisco
Secretary-Treasurer

Troy White
Vice President

Amos Smith
Recording Secretary

Shirley Cobb, Paul Jones, Nuchelle Harvell
Trustees



Report from Local 783 President Justin Scharrer

Public Sector

JCPS: There is one termination grievance at the Arbitration level. We have won a plethora of grievances recently at the mediation level and below. The membership is enforcing our Agreement and we are coming out ahead. The new compensation study is being conducted for our next push for proper and competitive pay for our maintenance members, as there are numerous classifications that pay is severely below a competitive threshold, which is leaving numerous vacancies open. JCPS has worked with the Union on back-to-school routing and transportation, which I am happy to report this year was the best rollout we have had in over a decade! We are continuing our efforts to re-classify all classifications and job descriptions that are totally outdated and non-compatible for the work being performed by our members. We have corrected all seniority issues for all members. We have been conducting an on-going internal organizing campaign and have signed up many new members at JCPS, with much appreciated assistance from the IBT Organizers. We have a meeting scheduled with the new JCPS Superintendent to establish a rapport and to identify all the issues our membership needs addressed. We are also visiting all 13 JCPS School Bus Compounds in the coming months, to improve communications and to show appreciation to the members in our largest bargaining unit. We will then visit all maintenance personnel. We are also in communications with the District Security Monitors, who are very interested in coming into the Teamsters Family. More to come.

LMG: The Master Agreement has several open grievances and arbitrations that we are enforcing.

We have run into some issues with increased call volume, community need and legislative hurdles in the areas of EMS and the Vehicle Impound Unit. We are working with LMG to resolve these matters, while enforcing our Agreements, guaranteeing all vacant positions will be filled and ensuring our members will come first on all matters, while also soliciting additional help to fulfill the needs and call volume from the community.

Our members at Metro Safe 911, emergency telecommunicators, emergency dispatchers, NCIC and management assistants have ratified their new Agreement, which has passed Metro Council and has been signed by the mayor. This is an excellent contract which is now being implemented.

We are about to open negotiations for EMS and the non-sworn civilian professionals at LMPD for new Agreements. They are not set to expire until June-2026, but we are starting early in hope to have the new Agreements negotiated, accepted by the membership, passed by Metro Council and ready for implementation before contract expiration. This will be very different because we have not been able to do this since the City and County merger in the early 2000's, but Mayor Greenberg wants to improve the negotiation process, so the members are not having to wait or extend their existing Agreements. We greatly appreciate this effort to fix the long, broken negotiation process with LMG.

Floyd County Road Department (Indiana): We found a solution to the monetary issues plaguing this unit. The new Indiana property tax caused havoc with finding the necessary money to make this unit more competitive. We were able to seal the deal and the membership most recently ratified this Agreement, with increased wages and better quality of life work schedule, four (4)- ten (10) hour days.

Private Sector

Sherwin Williams/ Valspar (Bowling Green, KY): Recording Secretary Smith has a couple of arbitrations pending at this unit, that we are trying to resolve with the Company, in attempt to prevent the arbitration level.

ConAgra Foods, Louisville, KY: President Scharrer is trying to work with the new Plant Manager. The Company has just placed a new Operations Manager. We have seven (7) arbitrations scheduled/pending, four (4) lower-level grievances and we have continued to point out the plant[s] inefficiencies at our Labor/Management meetings. We think this does not bode well for the Company for our upcoming CBA negotiations, later this year. We just had a steward election, and we are setting up a stewards training for all newly elected/appointed stewards.

Ferrara, Louisville, KY: We are pleased to announce we have concluded negotiations with the Company for a new CBA, which was recently accepted by the membership. The first attempt to a new CBA was overwhelmingly rejected by our members, as the Company attempted to erode protected language for premium pay on Saturday and Sunday, along with a few other issues the membership was displeased. With little time left on the expiration clock, we were able to resecure all the eroded language, eliminate the items the membership was displeased with, while maintaining the raises the Company initially offered. This was a 100% win for the Union. Well done and thanks to our team for pulling out a significant win, while giving back NOTHING!

Borden Dairy, London (plant): route drivers Lexington, London, Hazard and Middlesboro, KY: Recording Secretary Smith and President Scharrer have continued to work tirelessly for the Membership in the London, KY region, who suffered a devastating tornado strike. We sincerely appreciate the on-going assistance from Joint Council 94, the IBT Disaster Response Team, the Kentucky State AFL-CIO and all other assisting agencies that have helped our members during this most difficult time.

American Red Cross, IRL and Hospital Services (Louisville): We are still in negotiations with the IRL Department, and we have dates to start negotiations for the newest accreted unit into the Teamsters family at Hospital Services. We are happy to see this unit growing through organizing and reaping the benefit of solid Teamsters contracts! We are working hard to bring a solid local agreement to their vote, in addition to the benefits and protections from the National Agreement.

Southern Glaziers Wine & Spirits: We are pleased to announce our newest organized unit at Southern Glaziers Wine and Spirits, has concluded negotiations and has secured their very first CBA. We also added the warehouse unit to this CBA, which has really grown from our original route drivers only contract. This new Agreement was overwhelmingly accepted, and brings strong contractual language, defined routes, better quality of life work schedule, better health insurance, better pension, and better wages! What more could you ask for? It is the Teamster way! If you see one of these big rigs rolling around town making a liquor delivery, say hello to your newest Teamster brother or sister!

Organizing: We have several internal and external organizing campaigns going on currently. We are working on expanding our footprint in the liquor distribution business, and the Public Sector Divisions. Our biggest endeavor that just begun is to organize wall-to-wall, every Kentucky State worker. There are multiple divisions and over 27,000 potential workers to be organized that work for the State of Kentucky. This will be no small task, as we are working diligently with the IBT, IBT legal teams, IBT Strategic Initiatives group and their fleet of professional IBT Organizers, to bring the Teamsters into the State of Kentucky, for all personnel. Let's get it done!

Teamsters Local 2727

Louisville, Kentucky



Tim Boyle
President

Cliff Jones
Secretary-Treasurer

Doug Davis
Vice President

Juan Flores
Recording Secretary

Brian Everhart, Kyle Hargrove, Brian Hunley
Trustees



Report from Local 2727 President Tim Boyle

Please be advised, nominations of Local 2727 were held at Local 2727 on September 2, 2025. Being uncontested, the Election Supervisor declared the following candidates by acclamation to serve as LU2727 Officers beginning January 1, 2026:

Brian Hunley, *President*

Cliff Jones, *Secretary-Treasurer*

Doug Davis, *Vice President*

Aaron Reedy, *Recording Secretary*

Juan Flores, *Trustee*

Kyle Hargrove, *Trustee*

Ferron Williams, *Trustee*

The members of the Hunley-Jones Slate have been assisting members for many years and will continue to guarantee the future and improve the lives of our members and their families with the best representation possible. The terms of office for these officers will begin on January 1, 2026, and end on December 31, 2028.

Please see Local 2727's website and/or social media pages for current news.