

The official publication of the International Brotherhood of Teamsters Joint Council 94

2026



HAPPY NEW YEAR

***Winter 2025 / 2026
Digital Newsletter***

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



Organizing Together

Recently Local 89 worked with the Building Material and Construction Trade Division to host a meeting and training on organizing Ready-Mix Concrete companies. Several Local Unions from Joint Council 94 took part in the training, including President Darren Woodward from Local 236 in Paducah, Kentucky, President Rick Bauer from Local 697 in Wheeling, West Virginia, and President Earl Brown from Local 215 in Evansville, Indiana. Several Locals Unions outside of JC94 took part as well, including Local 100 from Cincinnati, Ohio and Local 135 in Indianapolis, Indiana.

Organizers from Local 89 and Andy Walsh from the International spoke about the importance of organizing in the Ready-Mix Concrete industry, and how to strategically target locations in a Local Union’s jurisdiction.



It’s not uncommon for a Local Union to represent a ready-mix shop that services the same areas as non-union competitors. When that happens, it’s often easy for the non-union companies to under bid our shops for work as they don’t have to compensate their workers nearly as well. It’s very important that we prevent this from happening whenever possible, because that only creates a race to the bottom that damages our area standards.

Organizing non-union ready-mix companies helps the workers at those facilities by giving them the representation they deserve, and it helps our existing shops by ensuring that we keep our standards in place.

Although this training wasn’t specific to JC94, it serves as a good example of what we can do when we work together, and is something we hope to use as a template going forward so that all our Local Unions can help each other, organize together, and strengthen our shops, contracts, and most importantly, our rank-and-file members.



Luke Farley

*Secretary-Treasurer
Teamsters Joint Council 94*



For the past year the National Labor Relations Board (NLRB) in DC has been unable to issue any decisions, meaning that any case appealed all the way to the full board has been in limbo. This has been happening because open seats haven't been filled, which has prevented the board from having the quorum necessary for it to function.

That is about to change with the appointment and confirmation of several new members, but that won't likely be a good thing. The new board members are heavily anti-union, which suggests we will see a serious shift towards pro-company policy at the NLRB for the foreseeable future.

The most shocking of these new appointees is Crystal Carey, the NLRB's new General Counsel. Carey works for the notorious union-busting firm Morgan Lewis, and has been a key figure in helping prevent unions from forming at corporate Goliaths like Amazon, Apple and Tesla.

The fact that someone who is so clearly anti-union will now be making major policy decisions at the Board should alarm all unions and their members. We have weathered anti-union and anti-worker boards in the past, and we will do so again with this one, but even still this may be the worst we've ever had to endure. I urge all Local Unions in our Joint Council to monitor the NLRB decisions very closely as we move forward, and adapt accordingly so that we can stay on solid ground when it comes to legal matters.

Teamsters Local 89

Louisville, Kentucky

Avral Thompson
President

Jeff Cooper
Secretary-Treasurer

Brian Hamm
Vice President

Craig Burns
Recording Secretary

James DeWeese, Vincent Rivera, Jim Kincaid
Trustees



Report from Local 89 President Avral Thompson

Rank-and-file members of Local 89 have ratified a number of new agreements since our last newsletter report at shops like Avis, Bimbo, Canteen, CSS, IMI, Robertsons Ready Mix, Taylor County RECC, Hertz, Vistar, Morgan Foods and Real Alloy.

Morgan Foods, located in Austin, Indiana, is one of our largest shops and our members there voted by a fitting 89% in favor of their new contract which includes the strongest wage gains in the shops history. Members will receive an average pay increase of 31% over the life of the contract, \$2.00 of which has already been applied to their hourly rates. The agreement also contained a significant after-taxes ratification bonus of \$6,000 dollars for all current members.

Members also won improvements in their vacation language where they will now earn their second week earlier than in previous contracts, and the new addition of a fifth week after 30 years of service.

Other economic enhancements include the addition of two more maintenance positions, an increase in allowance for safety prescription glasses, and improvements in dental coverage and short-term disability pay.

The new contract also contains several improvements to non-economic language such as strengthened seniority language for job bidding and overtime, additional leave of absence provisions, and new language designed to give members some protections from unwarranted search and seizures while they are at work.

At Real Alloy, workers unanimously ratified their first ever Teamsters contract, bringing 140 new members into our Local Union. The new three-year agreement includes significant economic improvements, including contractually guaranteed yearly pay increases that are 54% higher than what they received before they unionized. Real Alloy workers also won a powerful union health insurance plan under Teamcare which includes tremendous savings in deductibles, out-of-pocket costs, co-pays and other areas.

This is the first newly organized group in Morgantown's modern history, and we believe this contract will go beyond improving the lives of our members at Real Alloy and become the first step in raising the standard of living for their entire community.

Local 89 has also been very busy on the organizing front. Workers at SRM Concrete in Glasgow, Kentucky voted overwhelmingly to be represented by our union, making them the first unionized shop at the company in our state. SRM management engaged in a brutal anti-union campaign to try and crush their workers spirits and end the organizing drive. Despite an endless barrage of threats and illegal tactics from SRM, the workers were united and never wavered, which ultimately led to their victory. Now that workers decisively won their election, we hope the Company will do the right thing and bargain in good faith to give their workers the Teamsters contract they deserve.

And lastly, drivers at Amazon Tom Team reached a sizeable majority in favor of joining the Teamsters and did a march on the boss to demand recognition. The Company failed to respond, so a ULP was filed against them. This is the first group of Amazon drivers to demand recognition in the country, and we're proud to have them with us. Despite Amazon's failure to respond, our position is that they are now Teamsters and the Company needs to negotiate with us for a new contract. We know Amazon will fight us through the labor board and the courts, but we're going to stick with these brave drivers until they win the contract they deserve.

Teamsters Local 175 South Charleston, West Virginia

Steve Day
President

Luke Farley
Secretary-Treasurer

Don Perdue
Vice President

Jenna Jeffrey
Recording Secretary

George Scott, Darrin Kimberling, Kevin McKinney
Trustees



Report from Local 175 President Steve Day

Since September contracts have been ratified at Coke Clarksburg, Quick Delivery, and Huntington Plating. Contracts are open or ongoing at United Dairy, Citco Water, Ryder Dunbar, and Pepsi Nitro.

The Local has grievances appealed to arbitration at the following locations:

- Two at Pepsi Nitro
- Two at Pepsi Fairmont Two at Vestis Drivers
- Five at The Beverage Market One at Coke Parkersburg One at Coke Beckley
- Nine at Republic Services
- The Local has settled arbitrations at the following locations:
- One at Vestis Drivers One at Citco Water
- One at Ryder Huntington

An organizing election was held at Frito-Lay in Prestonsburg KY. The Company challenged the eligibility of a voter, which is now pending at the National Labor Relations Board Region 9.

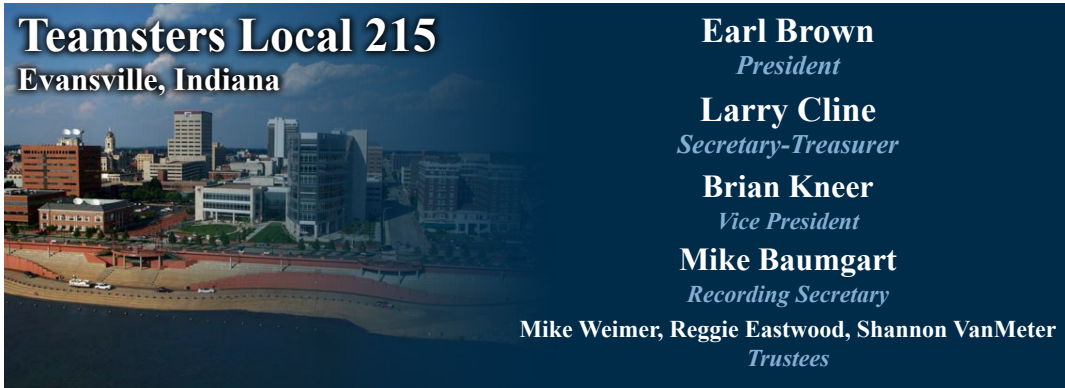
The Local had its nominations meeting in September and there was no election necessary. The following were re-elected by nomination:

- President - Steve Day
- Secretary Treasurer - Luke Farley
- Vice President - Donnie Perdue
- Recording Secretary - Jenna Jeffrey
- Trustees - George Scott, Darrin Kimberling, and Kevin McKinney

The Local had its Breakfast with Santa Union Meeting. During this meeting, we raised money, food, and toys for the Children's Home Society. The Children's Home Society provides emergency youth shelters, foster care, and adoption, as well as other programs to help underprivileged children and families. The charitable organization has facilities and emergency shelters throughout West Virginia. Teamsters Local 175 has been donating to the Children's Home Society for over twenty years. The Local uses the money raised and our members go buy food and toys at local stores where we have negotiated price discounts. Once all the items are purchased, the Local along with member volunteers deliver them to the Children's Home Society. It's a great event and the members look forward to helping every year, This year, once the discounts were factored in, the Local was able to raise over \$60,000, which is a record year. Thank you to all who participate.

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

5 New Year's Resolutions for Teamster Union Members

1. Get more involved in your local whether it's Local 215 or any other local.

- A. Attend at least one extra meeting per quarter.
- B. Volunteer: Contract Action Team, Organizing, Political Outreach or Steward Support.
- C. Stay informed on contract updates and national IBT campaigns.

2. Build stronger solidarity on the job.

- A. Check in with newer co-workers, especially those who don't fully understand their rights yet.
- B. Help calm workplace rumors by sharing accurate information.
- C. Step up when a co-worker is being treated unfairly; Teamsters don't let each other stand alone.

3. Learn your contract. A lot of problems at work happen because people don't know what protections they already have.

- A. Pick one article a week and read it.
- B. Know your grievance procedure and time lines.
- C. Ask your Steward or Business Representative questions so you can enforce the contract with confidence.

4. Support organizing and pro-union politics.

- A. Pay attention to laws that affect labor.
- B. Back pro-worker candidates regardless of party affiliation.
- C. Share accurate information with co-workers instead of social media noise.

5. Take care of yourself physically and financially. Stronger members make a stronger union.

- A. Prioritize rest, health check-ups and mental well-being.
- B. Review retirement contributions through providers like Empower.
- C. Set one financial goal: Reduce debt, grow savings or plan ahead for retirement.

Local 215 recently ratified contracts with the City of Princeton, Evansville-Vanderburgh Airport Authority (Maintenance and Safety), Evansville-Vanderburgh School Corporation (Bus Attendants, Bus Drivers, Custodians/Maintenance, Secretaries and Special Ed Assistants/Paraprofessionals) and Scott Township Trustee.

We are in negotiations with Precoat Metals and Bally's.

We have one arbitration with the City of Evansville and two with Lewis Brothers Bakeries.

We are in the process of organizing Pike-Gibson Water and E-Container Solutions.

The officers and staff of Local 215 would like to wish everyone a Merry Christmas and Happy New Year.

Teamsters Local 236

Paducah, Kentucky

Darren Woodward
President

Larry Robinson
Secretary-Treasurer

Robin Waggoner
Vice President

Sallisa Lamph
Recording Secretary

Blake Waldon, Aaron Griggs, Darrin Bishop
Trustees



Report from Local 236 President Darren Woodward

As we wrap up another year, I want to thank every one of you for your hard work, commitment, and solidarity. 2025 has brought its share of challenges, but through it all, the members of Teamsters Local 236 have shown what true strength looks like standing together, supporting one another, and keeping the spirit of unity alive on every job site.

The holiday season is a time to reflect on what really matters: family, friends, and community. Those same values are at the heart of our union. Whether it's fighting for fair wages, safe working conditions, or respect on the job, we do it together-as one Teamster family.

As we look ahead to the new year, let's carry that solidarity forward. There's still work to do, and we'll keep pushing for progress, fairness, and dignity for every member. But with the unity and determination that make Local 236, I have no doubt we'll continue to make a difference on the job and in our communities.

On behalf of the Teamsters Local 236 Executive Board, I wish you and your loved ones a joyful holiday season and a safe, healthy, and Happy New Year.

Happy Holidays!

Additional Updates

- Mossy Manea, daughter of Stan Manea, a retired UPS automotive mechanic, was awarded a \$1000 scholarship from the Hoffa Scholarship fund.
- Logan Waldrige, son of Charles Waldrige, a UPS package driver, was awarded a \$1000 scholarship from the Hoffa Scholarship fund.
- I want to thank all the stewards and their families who attended the Annual Stewards Christmas Dinner.
- U.S. Energy Dept. is seeking proposals for AI Data Centers at the Paducah Energy Site.
- We will be implementing a new website for our local at the beginning of the new year.

Teamsters Local 651

Lexington, Kentucky



James Brant

Brandon Grow

Joe Lance

Kristina Hicks

Josh Martin, Lisa Jackson, Joe Melvin



Report from Local 651 President James Brant

Now that our Executive Board has completed our fourth year in office, I can say each year that we have become stronger representing our Rank & File Members against the company's. Each year in office, we have gained valuable experience and I can say with confidence that every year the continuity gets stronger and stronger.

There are several aspects of operating a local from Representing Workers/contracts, internal organizing, external organizing, planning events, communicating to the Members, educating the Members and managing the Rank & File Members money responsibly. Our Executive Board takes all these issues with the utmost responsibility. All these things definitely improve our local and make us stronger.

Finally, wrapping up 2025, we look forward to all the challenges that 2026 will bring us. Teamsters Local 651 wishes you and your families a Merry Christmas and a Happy New Year.

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

Contracts Ratified

Blue Ridge Beverage has ratified a 5 year agreement with maintaining the Health and Welfare and Pension with wage increases. This is the first contract with the new company.

Savage Construction has ratified a new 5 year agreement with major increase to wages, maintaining the health-care and joining Central States Pension Fund.

Upcoming Contracts

Mondelez (Nabisco) has been sent their 90 day notice, and we expect to start negotiations soon.

Matheson Gas

The first of two arbitrations was held, and we should have a decision by mid-December. The second arbitration has been scheduled for January 14, 2026.

Carenbauer Distributing

We would like to congratulate Brian Glatzer on becoming the new shop steward elected.

Organizing

The Highline Warren campaign has started again. We believe that we have more support than the last go around. We have the help of the IBT Organizing staff and hope to get to an election soon.

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

I am pleased to report the nominated Officers of LU 783 were unopposed in their Local nomination and election process in September 2025. Congratulations to President Justin Scharrer, Secretary Treasurer Gerry Francisco, Vice President Troy White, Recording Secretary Amos Smith, Trustee Shirley Cobb, Trustee Nuchelle Harvell and new Trustee Angelo Lewis, for their uncontested, three (3) year term, starting January 1, 2026. A very special thank you to Paul Jones, who has served as a loyal Teamster for nearly 30 years at Metro Government Solid Waste Division, as a shop floor steward and Local Union Trustee. We appreciate all you have done for us and this Local. We wish you the very best in your upcoming retirement! God bless you, Brother!

We would like to also give a special shout out to ALL the Teamsters at Metro Government, JCPS, Floyd County Roads Dept and Louisa, KY, who are keeping our roads clean and clear of debris, snow, and ice, so that our children and community can travel safely this time of year to school and work. Without you, these Cities and Counties would shut down! And to our First Responders, your bravery and heroism is NEVER forgotten! We truly appreciate your long hours and hard work! God bless you all and we pray for your safety.

We have partnered with an organization called "United Benefits" (formally Back Pocket Benefits), which is a pro-union advocacy company that offers specific expanded benefits, beyond your current/normal benefits, for Union members only. This company offers many things such as health insurance, life insurance, dental/vision insurance, short- and long-term disability, cancer policies (which is guaranteed coverage without mandated screenings, even with a prior diagnosis), college education assistance up to master's degree at a significantly discounted rate, etc. They do all the work by visiting your membership at work, setting up a display, talking to the members and signing them up for whatever tailored plan best fits their needs. If they are not a member (free rider), they will sign them up for Union Membership for you (built in organizer). They will not write policies or cover non-union members. If the member drops out of the Union, they lose the coverage provided through this company. This can be used for those hard-to-get benefits, for those who are not under TeamCare, or for those Locals who can't afford a staffed internal Organizer. Many Unions in Louisville have already signed on. Best thing, it is FREE! No added cost to the Local. They have operational permissions in all 50 states. The only price is access to your membership, and that's it. They are very interested in speaking with your Locals and this Joint Council. If you are interested, let me know and I will put you in touch with Vice President of Union Services- Julie Craig. She is also willing to come to your Local or this Joint Council to speak directly.

Public Sector

JCPS: We have caught up on all grievances and we are current in the process, which was a huge undertaking. Many grievances have been settled in the Members favor, which is restoring confidence in the Union and the process. Recently, the Administration announced a \$188 million dollar budget shortfall. While efforts are still underway to figure out how to fix this massive issue, we learned that some schools are being closed/merged and much of the over inflated admin is looking to be cut, to move toward a budget balance. President Scharrer met with the new Superintendent and reiterated this issue was brought on by kicking the can down the road and creating new positions for friends. Local 783 is not entertaining any cuts to positions by our members, any concessionary give backs and in fact, JCPS still owes our entire maintenance department a comp study, as we know and have proved we are underpaid and not competitive in local market values for our skilled workforce. The Superintendent agreed and has committed verbally that it is not his intent to cut any current 783 positions, take back money or layoff anyone. He also committed to continue the wage study and to budget toward a solution to the non-competitive, underpaid positions. We also visited all 13 JCPS School Bus Compounds, to improve communications and to show appreciation to the members in our largest bargaining unit. We are now scheduling visits to all maintenance personnel.

LMG: We have started negotiations for non-sworn civilian professionals at LMPD and LMEMS is on the horizon for a new Agreements. They do not expire until June-2026, but we are starting early.

Private Sector

ConAgra Foods, Louisville, KY: President Scharrer and Sec. Treas. Francisco are in negotiations with the company now for a new CBA. The current Agreement is set to expire 1/17/2026.

Borden Dairy, London (plant): route drivers Lexington, London, Hazard and Middlesboro, KY: Recording Secretary Smith reports there are multiple grievances, terminations, and CBA language interpretational grievances on file at this location. Local 783 is also still working on additional help for those who suffered serious damage in the tornadic event earlier this year, with the IBT Disaster Relief Team.

American Red Cross, IRL and Hospital Services (Louisville): We are still in negotiations with the IRL Department, and Hospital Services. We are working hard to bring a solid local agreement to their vote, in addition to the benefits and protections from the National Agreement. However, the Company is sending us to vote a truly disingenuous offer that is a smack in the face to these hard-working Teamsters. We will vote....NO! Dates and times coming soon to all those in these units.

A.Raymond Tinnerman Manufacturing: We are sad to announce this long standing location under our representation is coming to an end. A couple months ago, they announced they are ceasing all manufacturing and business at the Flemingsburg, KY Plant. Recording Secretary Smith and Sec. Treas. Francisco have negotiated an amazing severance for our members at this site, through effects bargaining. They have secured defined language for the closure and continued monetary and health benefits for a defined timeframe. All members have additional protections under the warren act. We were very disheartened to hear this, but we were proud to secure a great separation package for our members and guarantee them some security during this most difficult time. The Company is also assisting them with finding new employment, which is appreciated.

Nationwide Uniforms: Recording Secretary Smith reported Nationwide won the "2025 KAM Manufacturer of the Year Award" for the mid-size business category. This is a direct reflection of the pride and professionalism of all the Teamsters at this location in Hodgenville, KY! We are so proud of you and your work!

Brewery, Soft Drink, Liquor and Bakery Division: Local 783, has been in contact with Division Head Jeff Padellero in regard to issues that we have had with Pepsi. The Corporate Offices have centralized the payroll system and removed all local markets. The units have experienced different payroll issues over the past year. To date, we believe the issues are resolved. We are noticing the message IBT Director Padellero's warning about Pepsi is ringing true. The upper management appointment of former anti-union Frito-Lay executives have led to a substantial rise in unit decertification petitions. They are utilizing every trick and tactic to separate the employees from the Union.

KDP: Louisville, Ky, Kenwood facility: The Union is working with the Company on improving the commission pick system. The shift that performs this work are happy about the threshold changes and the chance to make more money, per day.

Standard Sales: Budweiser Distributor, Louisville, KY: We are working to stop the Company from amending the weekly vacation schedule for the route drivers. This is causing major concerns with the members.

Keg1: Miller/Coors Distributor, Louisville, KY: We have two (2) employees currently discharged. Keg 1 has moved heavily into the liquor distribution business. They acquired the distribution rights to all Brown-Foreman liquors in Kentucky. We are currently trying to get an organizing drive mounted in the subsidiary company, at a separate location.

Southern Glazers Wine and Spirits: Liquor Distributors, Louisville, KY: We had our first Joint Labor-Management meeting in November. We were able to effect some change with several safety concerns that we raised. We have met with the Company to discuss the new designated route selection system. We disagree with the way several routes have been constructed.

Organizing

Our biggest endeavor is organizing wall-to-wall, every Kentucky State worker, has met some unfortunate obstacles. There are multiple divisions, locations and over 27,000 potential workers to be organized that work for the State of Kentucky. The IBT Organizers, IBT legal teams, IBT Strategic Initiatives group and their fleet of professional boots-on-the-ground organizers have been awesome to work with! However, we are being met with inconvenient roadblocks with the personnel cabinet, being limited access to locations and the State doesn't like us knocking individual doors, even though we are supposed to have an alleged "neutrality agreement." It's starting to make us wonder if this was a disingenuous effort and political fluff by the State to get on the Teamsters good side. We may just have to go back to old school tactics and grass-roots Teamster Organizing to get it done! More to come!

Teamsters Local 2727

Louisville, Kentucky



Brian Hunley
President

Cliff Jones
Secretary-Treasurer

Doug Davis
Vice President

Aaron Reedy
Recording Secretary

Juan Flores, Kyle Hargrove, Ferron Williams
Trustees



Report from Local 2727 President Brian Hunley

A New Chapter for Teamsters Local 2727

As of January 1, 2026, Teamsters Local 2727 officially began a new chapter with the installation of our newly elected Executive Board. This leadership team is committed to transparency, accountability, and representation of our membership.

The Executive Board is led by President Brian Hunley, alongside Secretary-Treasurer Cliff Jones, Vice President Doug Davis, Recording Secretary Aaron Reedy, and Trustees Juan Flores, Kyle Hargrove, and Ferron Williams. This team is already hard at work advancing the priorities of the membership and strengthening the day-to-day operations of the Local.

In another major milestone, Local 2727 has moved into and is now fully operating out of our new building, located at 4810 N. Preston Highway, Shepherdsville, Kentucky. This new facility allows us to better serve the membership, host meetings, and conduct union business in a space that reflects the strength and professionalism of our Local.

Contract enforcement and bargaining remain at the forefront of our mission. Local 2727 has served UPS with a Section 6 notice, and negotiations are now underway. Your Executive Board is fully engaged in this process and is committed to fighting for strong contract language that protects our members' wages, benefits, and working conditions.

As we move forward in 2026, the focus remains clear: serve the membership, communicate openly, and stand united. We encourage all members to stay informed, attend meetings, and remain engaged as we work together to build a stronger Local 2727.

