



# UNION PROUD

*Joint Council 94*

## *Spring 2026*

### *Digital Newsletter*

*Proudly representing Teamsters in Kentucky, West Virginia & Southern Indiana*

## Joint Council 94 Executive Board

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**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*



## **Expanding Union Services**

When most people think about what Unions do, their minds go straight to contract negotiations and grievance processing. While those are both extremely important tasks that we deal with, we can and should do much more. Our Union doesn't exist just to do the bare minimum, we should strive to do anything and everything we can.

The services we can provide for our members doesn't begin and end with our contractual language. Unions are often deeply involved in our communities through volunteer work, charity events, sponsorships, disaster relief efforts and much more. These types of actions show both our members and our communities in general that Unions can provide more than strong contracts; we can help improve lives beyond our membership and bring people together no matter where they work or what they do.

We should also strive to think outside the box and not be afraid to step outside our traditional comfort zones. At Local 89, we have spent the past year quietly working on a new app for our members that we just officially launched. The Teamsters 89 Advantage app is a discount app that can be accessed by all dues-paying Local 89 members. It currently has over 20 discounts for restaurants, sports, entertainment, home services, finances and more. We have many more discounts in the pipeline to add to the app and as members begin to download it they are encouraged to help promote the app to any businesses they frequent so that it can continue to grow.

These are the types of services Unions can provide to our members above and beyond our core responsibilities. There's no limit to what we can do when we work together and get creative, and every time we find an additional service we can provide it makes our membership and our Union stronger and more unified.



# Luke Farley

*Secretary-Treasurer*

*Teamsters Joint Council 94*



## Striking Back

Over the last few years our Union has seen a significant rise in the amount of strikes we are leading, and more importantly, winning. Our members and our Union in general are becoming more militant by the day, and the result has been the strongest contracts we've seen in modern Teamsters history.

The Teamsters paid out nearly \$64 million in strike benefits in 2025 alone. To put that number into context, that is about 30 times more than what we paid out per year in strike benefits from 2016 to 2021. Part of that increase is due to the fact that the General Executive Board has been approving "enhanced strike benefits" of \$1,000 dollars per week for members who have the courage to picket their employer. That's a significant increase above our constitutional strike pay, and it has allowed members to fight their employers more effectively because they are more financially secure when doing so.

Despite the massive increase in the number of strikes and the amount being paid for benefits during them, the Teamsters Strike and Defense Fund still has more than \$300 million in assets, and has actually grown stronger despite the significantly higher payouts. A large part of that is due to the simple fact that when members are empowered to strike their employer, they win much stronger contracts with record wages. That, in turn, causes our Union's finances to grow stronger and expand our funds. This has a sort of cyclical effect as strikes win stronger contracts, leading to greater Union resources, which then gives us more resources to win even stronger contracts through more strikes.

We are witnessing and participating in an impressive resurgence of Teamsters power, and it's up to all of us to seize on that to grow and strengthen our Union so that we can continue to lead the way in the war against corporate greed.

# Teamsters Local 89

Louisville, Kentucky



**Avral Thompson**  
*President*

**Jeff Cooper**  
*Secretary-Treasurer*

**Brian Hamm**  
*Vice President*

**James DeWeese**  
*Recording Secretary*

Vincent Rivera, Jim Kincaid, Jay Dennis  
*Trustees*



## Report from Local 89 President Avral Thompson

Since the last Joint Council 94 newsletter, Local 89 members have ratified strong new contracts at APS LAP Monitors, Brown Forman, Spider Brandsafway, Taylor County RECC, and Vistar. We are currently in negotiations for AVIS Lot Coordinators and SRM Redi-Mix Glasgow.

Our Organizing Department has been extremely busy, and we have a large number of campaigns in various stages including Clean Harbors Transportation, Kroger Fulfillment Delivery, Amazon, and many more. We recently won elections at IMI Elizabethtown, Radcliff and Brandenburg, and maintenance workers at Advance Ready Mix. We hope to be in negotiations for their first contracts soon.

We have had a number of staffing changes here at Local 89 recently. Long time Agent and our Recording Secretary Craig Burns returned to UPS to ensure he receives his contractual retirement benefits from the Company and is expected to formally retire within the next year. Although we are all very sad to see our friend and co-worker leave us, we understand and respect the difficult decision he had to make. Craig came to our Spring general membership meeting as a rank-and-file member for the first time in many years, and was asked to come up on stage one more time to receive a framed mural of photos of him throughout the years that all of us on our staff signed. It was a sad but heartwarming moment, and he received a standing ovation from the members in attendance.

With Craig's departure, James DeWeese was moved into the vacant Recording Secretary position, and Business Agent Jay Dennis was appointed to the Trustee position that James previously held.

In addition to the changes on our board, we hired David Frantz as a new Business Agent to represent our members at the DHL CVG Air Hub in Florence, Kentucky, brought on Wilbert Melendrez from Zenith Logistics to begin training to be our next Benefits Coordinator, and hired Carhaul member Walter Helm to be our new custodian following the retirement of our longtime friend and co-worker Danny Clemente.



# 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 our last report, our members at Pepsi Nitro have ratified a new agreement, and we are in or approaching negotiations at Coca Cola Charleston, Beverage Market, Vestis (drivers), Heidelberg Materials, American Benefits Corp., ResCare and more.

Our Local has been extremely successful in negotiations recently. We are consistently winning strong wage increases, oftentimes the highest our shops have ever seen. This is a testament to our Agent's skill in negotiations, but also of our members unity and resolve. We're very proud of what we've been able to accomplish to better the lives of our members and their families.

We have a number of arbitrations ongoing at Pepsi, Beverage Market, Vestis, and Republic Services.

And as always, please remember to sign up for our website at [Teamsters175.org](http://Teamsters175.org) to receive updates about your Local.

# 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

### **Know Your Rights: Protecting your time, your pay and your contract**

In today's workplace, one of the biggest threats to working people isn't always obvious; it's a small violation that goes unchecked. For example, a missed break here or a quick "favor" off the clock there. Over time, those small issues add up and before long standards start slipping. That's why it is more important for members of Local 215 to stay informed and engaged when it comes to their rights on the job.

First and foremost: You are not required to work off the clock. If a supervisor asks you to clock out and "finish up something quick" that is a violation of both labor and in most cases your union contract.

Second, your contract is only as strong as its enforcement. Every time a violation goes unreported it becomes easier for it to happen again. Filing a grievance isn't about causing trouble, it's about protecting the standards that generations of Teamsters fought to build. Respect on the job starts with knowing your rights and standing together to enforce them.

Since our last newsletter we have ratified contracts with American Red Cross Service Delivery, MSD of Mt. Vernon Bus Drivers and Custodial/Maintenance, Lewis Brothers Bakeries, Pike Gibson Water and Precoat Metals. Contracts that we are negotiating include A & T Concrete, Bally's Slot Attendants, Bootz Manufacturing, Evansville-Vanderburgh Building Authority, Miller Block and Vestis Uniforms. We have settled two arbitrations with the City of Princeton, two with Lewis Brothers Bakeries, one with Gibson County. We are waiting on a decision from Pepsi Cola.

# 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

As we move into spring, it's a time for renewal-in our commitment to solidarity, fairness, and strength as Teamsters. Across the country and here at home, our members continue to prove that when we stand united, we secure better wages, safer working conditions, and stronger protections for all.

This year has already brought important challenges and opportunities. From ongoing negotiations to workplace policy changes, it's clear that employers are continuing to test the limits of what they can impose. Issues like surveillance technology, including inward-facing cameras, and evolving safety and disciplinary policies remind us why a strong union presence is more critical than ever. These are not just workplace changes-they are matters of dignity, privacy, and respect on the job.

Our strength lies in our unity. Every grievance filed, every meeting attended, and every contract enforced reinforces the foundation that generations of Teamsters have built. It is essential that we stay informed, involved, and engaged. When members speak up and stand together, we ensure that no one faces these challenges alone.

Spring is also a time to recognize the hard work of our members. Whether you're on the road, in the warehouse, or supporting operations behind the scenes, your dedication keeps this industry moving. Your efforts do not go unnoticed, and they are the backbone of everything we accomplish as a union.

Looking ahead, we encourage all members to participate in upcoming meetings, stay current on contract developments, and support one another on the job. The more active we are, the stronger our voice becomes at the bargaining table and beyond.

Let this season remind us that growth comes from persistence. Together, we will continue to build a stronger future-one where workers' rights are protected, voices are heard, and respect is earned.

# 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

We've had a lot going on since our last newsletter report. We had a Federal Court ruling on Woodford Reserve that overturned the Labor Board's use of the Cemex standard for this situation, and sent the case back to the Board for further review. We expect that the Board will maintain our bargaining order, but use the Gissel standard instead.

There have been many developments at UPS with 9.5s, layoffs in our jurisdiction, contracting for automotive work, and several issues we are trying to work through regarding our Admin/Specialist members.

We are currently in negotiations for new contracts at Bimbo and Vestis (drivers), and Vision Works members unanimously ratified their new agreement. We are working through some contractual issues at Southern Glazier.

We are working on putting together trainings for this Spring and in the future to educate our Stewards.

# 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**

Mondelez reached a 5 year agreement that contained significant wage increases along with pension and maintained their health and welfare.

Savage Construction also got a new 4 year agreement with major wage increases and also getting the members into TeamCare for healthcare and Central States Pension.

### **UPS**

Still ongoing problems with how the members are being treated. We currently have one discharge pending.

### **United Dairy**

We have had a couple of discharges for attendance and are currently in the process of trying to get their jobs back.

### **Slay Transportation**

The company is still hiring around 50 more drivers. They are offering sign on bonuses along with referral bonuses to the members who work there.

### **Pipeline/Construction**

We are currently looking at property to put our Training School. We are also looking at partnering with Locals in Ohio, Pennsylvania, WV, and Kentucky for a Construction/ Apprentice School. The IBT is also looking at doing something with us. We are currently in talks with the gas company and Locals from Alaska on terms and conditions for the 800 miles LNG project.

### **Organizing**

Highline Warren is coming along slowly. We do have more cards signed now compared to last year, but we still aren't at the 65% mark. Hopefully, we will reach our mark after their evaluations in a couple of weeks.

The Executive Board and I hope everyone had a Happy Easter!

# Teamsters Local 783

Louisville, Kentucky



**Justin Scharrer**  
*President*

**Gerry Francisco**  
*Secretary-Treasurer*

**Troy White**  
*Vice President*

**Amos Smith**  
*Recording Secretary*

**Shirley Cobb, Nuchelle Harvell, Angelo Lewis**  
*Trustees*



## Report from Local 783 President Justin Scharrer

### Public Sector

JCPS - We are still experiencing ongoing issues at JCPS due to their budgetary constraints. Fifteen positions have been lost, but we gained one in DOG. Despite this, we were able to secure raises for maintenance members, putting them in line with area standards.

Louisville Metro Government - We are in negotiations with several different Louisville Metro Government units, including LMPD and EMS.

FCRD - Members at FCRD received significant wage increases on January 1st, and are currently in great spirits and having no serious issues at the shop.

City of Louisa – Our contract with City of Louisa expires at the end of this year, and we are beginning to meet with the members to discuss what they want to see out of negotiations.

### Private Sector

#### *Brewery and Soft Drinks*

We are having issues with staffing at both Pepsi and Keurig Doctor Pepper, as both Companies are struggling to keep employees. We're doing what we can to help them maintain staffing, especially as the industry is exploding right now. Pepsi hit record sales in quarters one and two with over 125,000 cases sold above their predicted year-to-date numbers. Keurig Doctor Pepper is also at 60,000 above their predictions and 35% above their normal seasonal numbers.

We are working with Keg 1 (Miller/Coors Distribution) on reorganizing the warehouse to create a better work/life balance for our members and a more stable workforce for the Company. Our contract expires in January 2027, so we will begin working on that later this year.

At Standard Sales (Budweiser Distribution) beer sales and consumption are down for 2026, approximately a 35% decrease since 2024. We are looking at how to effect the impact of infused drinks on the beer market and are working with the IBT in our research.

Earlier this year we attended the Brewery, Bakery & Soft Drink Conference. It was a very positive experience, and we were able to talk with and learn from other Locals about market issues and a new trend of anti-union companies moving into traditionally union shops.

#### *Dairy*

We have a new agreement at Prairie Farms Louisville. Over the life of the agreement our drivers will receive a 17% increase in wages, and warehouse will receive 15.7%. We were able to keep and secure our pension and healthcare and win power jacks for warehouse bulk stops. Available occurrences were increased, an additional free sick day was added, and vacation accrual times were shortened so that members will earn their third, fourth and fifth weeks sooner.

### Airline Division

Allegiant and Suncoast airlines are merging, and Allegiant will have two-thirds ownership of the new company. This merger will result in an increase of 650 routes and approximately 22 million passengers. It will also expand flights to Mexico, Central America and the Caribbean and add more non-stop routes to various cities in Florida. The merger will also bring in a larger charter and cargo business.

### Organizing

We are currently engaged in several organizing drives including Kentucky State Employees, School Boards, Solid Waste companies, distribution centers for Soft Drinks and Liquor.

### Stewards

We had a Stewards training at the end of March and we want to thank all those who attended and participated in this great event!

## Teamsters Local 2727

Shepherdsville, 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

### Flight 2976

November 4, 2025, UPS Flt 2976 / N259UP crashed shortly after takeoff in SDF enroute to HNL with three crew members on board. In accordance with established protocols and our organization's commitment to aviation safety and member welfare, Local Union 2727 (LU2727) promptly requested and was granted party status by the National Transportation Safety Board (NTSB). Five LU2727 members were selected to participate as full members of the NTSB investigative team. These representatives continue to contribute their expertise across multiple investigation sites nationwide as the inquiry progresses.

Concurrently, LU2727 activated comprehensive support measures for affected members and their families. Our Peer Advocate Group, working in close coordination with representatives from the International Brotherhood of Teamsters (IBT) Critical Incident Response Program, established operations at Local 2727 Headquarters. This team has provided, and continues to provide, compassionate, professional assistance to individuals experiencing emotional, psychological, or other difficulties stemming from this tragic event.

Throughout this challenging period, LU2727 has received expressions of sincere appreciation from our members, the Independent Pilots Association (IPA), and UPS leadership for the Union's swift response, unwavering professionalism, and specialized expertise in supporting those impacted. These acknowledgments underscore the value of our established peer support infrastructure and our dedication to member well-being during crises. LU2727 remains fully engaged in supporting the ongoing NTSB investigation while prioritizing the continued care and recovery of our members and their families affected by this devastating accident.

### 2025 INTERNATIONAL SUBCONTRACTING

The Local 2727 Review Committee has once again done an outstanding job holding the Company accountable and enforcing our Collective Bargaining Agreement. For 2026, the total violation amount related to bucket overages is \$1,022,647.08. In addition, the Review Committee successfully captured \$74,644.12 in contracted work from prior quarters in 2025. Over the past five years, the Review Committee has recovered and ensured payment of the following amounts directly to Local 2727 members:

- 2022: \$260,709.74
- 2023: \$1,024,972.70
- 2024: \$907,033.00
- 2025: \$722,031.84
- 2026: \$1,097,291.20

This represents a five-year total of \$4,012,038.48 returned to our membership.

### NEGOTIATIONS

LU2727 and UPS exchanged Section 6 Notices in NOV providing notice of our intent to initiate negotiations for amendments to our CBA. December 5, 2025, the Negotiating committee met with the Company to establish the protocol to facilitate negotiations and established an aggressive bargaining schedule which started the week of January 12-16, 2026.

### MD-11 AIRCRAFT RETIREMENT

Late January, UPS announced the retirement of its MD-11 fleet without prior notice to the 2727. The Company has confirmed there are currently no plans to reduce staffing in aircraft maintenance. UPS has 18 additional 767 aircraft on order, with deliveries scheduled through Q1 2027. Management did indicate that during slower periods, the emphasis will be on increasing training to prepare for the new aircraft.

Leased aircraft are currently being used to meet service commitments.

### GUARANTEE OF HOURS

LU2727's CBA, Article 22, Section I.e., Guarantee of Hours (GOH) requires that the Company continue to increase the additional hours of skilled maintenance work and guarantees that the total number of hours of work by Aircraft Maintenance Technicians (AMTs) will not be less than the total number of hours of work performed the prior calendar year. The total number of hours of work by part- and full-time AMTs for 2025 was 3,013,412. This equates to 228,642 hours of work, more than in 2024.

### 2026 STEWARDS

LU2727 conducted annual Steward elections. Ballots were counted January 30, 2026. We had 93 members run for Steward in 23 gateways. All but one was elected. We are planning on having a Steward training class early to mid-summer for all those who have not attended Steward training.

### IBT BASIS TRAINING

Local 2727 is proud to share that several members have stepped up in 2026 to serve as new Step 2 officers and are actively investing in their training and development. As part of this effort, these members will be participating in IBT BASIS training to further strengthen their knowledge and ability to represent the membership effectively.

One of our members recently attended BASIS training hosted by Local 886 in Oklahoma City, Oklahoma, and four additional members are scheduled to attend BASIS training at the IBT later this September.

We appreciate these members for stepping forward and committing their time and effort to better serve Local 2727. Continued education and training are essential to ensuring strong, informed representation, and this is another positive step in that direction.

### RLA WORKERS EXCLUDED FOR "NO TAX ON OVERTIME"

The One Big Beautiful Bill Act (OBBBA), signed into law on July 4, 2025, excluded workers under the Railway Labor Act (RLA). LU2727 has submitted letters to Senators McConnell and Paul, as well as 5 Congressman Guthrie, on behalf of our members to reinforce the importance of H.R. 5475 which would ensure that our members and other RLA employees receive the same overtime tax benefits provided under the OBBBA. A letter template was provided to all our members to send to their state representatives urging support for H.R. 5475.

### TERMINATIONS

1. PHL: Member accused member of bringing a "weapon" through a security checkpoint. The so called "weapon" was a pocketknife which is required tools for all ATMs. The termination was reduced to suspension (10 days). Member caught bringing a THC pen through a security checkpoint. The termination was reduced to suspension (14 days).
2. STL: Member terminated for accessing unauthorized material on a company computer. Termination reduced to a suspension (2 weeks).
3. SDF: Member terminated for timecard fraud. Termination reduced to a suspension (30 days).

### THANK YOU!

I would like to extend our sincere appreciation to Teamsters Local 89 President Avral Thompson and Vice President Brian Hamm for their collaboration with Teamsters Local 2727 to address concerns regarding the North Hangar.

By working together, we reinforce the strength and solidarity of our membership. United in purpose, we are better positioned to effectively advocate for our members and ensure that our collective interests are protected.