



# TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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## UNFAIR LABOR PRACTICES STRIKE IMMINENT at BAUMANN/ACME BUSES

To the Customers of Baumann/Acme Buses:

We are writing to you because we are in the midst of a **serious labor dispute**. More than one thousand employees of Baumann/Acme are, with our Union, Teamsters Local 1205, trying to obtain what every human being deserves: **safety, respect, and dignity on the job**, and a living wage.

Today, most of us are paid rates substantially lower than numerous others doing similar work here on Long Island. We struggle—really struggle—day after day just to pay our bills and feed our families. Baumann/Acme has refused to improve the **UNSAFE WORKING CONDITIONS** at its facilities and is insisting on freezing our already low wages for 3 years. Hundreds of us make between \$12 & \$13.80 per hour. For a company with revenues of more than \$80 million a year, this greatly insulting position is simply not acceptable.

We spend the hours, days, and years of our lives doing the essential work which provides care and transportation for tens of thousands of children. We believe your children (and ours) deserve the best service for the taxes we pay. We're sure that you—as a feeling, thinking human being—agree:

### **Baumann/Acme employees deserve SAFE conditions & respectful wages for our labor.**

We've been trying to obtain these through negotiations, but we are not hopeful. This August 5<sup>th</sup> the U.S. Department of Labor issued a 22-page report citing Baumann/Acme with numerous violations of the Occupational Safety and Health Act (OSHA), and levied fines of well over \$100,000. Among the many violations that the report designates "SERIOUS," there is this: "The employer [Baumann/Acme] did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to **cause death or serious physical harm to employees**..." It's evident from the OSHA findings that Baumann/Acme employees are working under extremely, and illegally, unsafe conditions. On many occasions employees went out of a bus yard by ambulance because of falls due to unsafe conditions. On 2 separate occasions, **Baumann/Acme employees were killed** crossing a highway on foot. The reason they were crossing that highway in the dark was: Baumann/Acme does not provide adequate safe parking facilities! **Baumann has told us if we want paved lots we should pay for it ourselves.** Just last week, this company's "risk management" representative had the audacity to tell an OSHA representative that Baumann has no obligation to provide *any* parking to any of its employees, just as businesses in office buildings in NYC don't have to provide parking to their employees! The OSHA representative responded to this ridiculous and mean statement: *Are there subway stops at your facilities?!*

Our Union has filed Unfair Labor Practices Charges with the National Labor Relations Board (NLRB), protesting many of the **illegal** activities of Baumann/Acme.

### **On numerous occasions Labor Board investigations have found that Baumann/Acme "has failed and refused to bargain collectively and in good faith," in violation of the law.**

**We have overwhelmingly authorized our Union to call an Unfair Labor Practices strike. We had hoped this would be unnecessary; however, the company has refused to change its position.** In the meantime, we want, as a courtesy, to inform you of the likelihood of a strike. We cannot allow Baumann/Acme to continue its abusive, dangerous, & illegal behavior, including its attempts to destroy our Union. We want to make it clear that we have no dispute with any parent, school, or school district. And any picketing that may take place is directed solely at Baumann/Acme. We're not requesting that any non-Baumann/Acme employees stop work, nor do we intend to interfere with any other business in any way.

We ask you, school officials and parents, to assist us in our desire for justice: please **demand that Baumann/Acme negotiate a fair contract settlement.** Don't let **Baumann/Acme** think they can put greed for profits before justice to those who do the work of safely transporting our most precious cargo.

Sincerely,

*The Baumann/Acme Workers' Justice Committee*