



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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To: All Local 1205 members working for Baumann & Sons Buses
From: Timothy Lynch, President, Teamsters Local 1205
Date: December 19, 2011
Re: Update on many recent grievance victories, **and**
The need to get your signature to assure payment of monies that may be owed to you.

As most of you know, Local 1205 had filed for arbitrations on a wide range of issues that were not resolved at the first steps of our contract's grievance procedure.

I'm happy to report that a major settlement was recently reached with Baumann, resolving over a dozen of these pending grievances. Many of these settlements have led to tens of thousands of dollars in back pay to our members!

Here is a brief outline of a dozen recently settled cases:

1. A favorable settlement on the matter of the company's failure to pay life insurance monies to a union member's family;
2. A favorable settlement on the matter of the company's failure to pay employees their earned sick days;
3. A favorable settlement on the matter of the company's failure to pay employees their earned holidays;
4. A favorable settlement on the matter of an unjust final warning issued to a Driver who refused a charter;
5. A favorable settlement on the matter of an unjust suspension of a Driver who allowed a school district employee on her bus;
6. A favorable settlement on the matter of paying proper wages to certain Mechanics who obtained their CDLs and/or work in the classification of Lead Man;
7. A favorable settlement on the matter of the company's failure to properly pay certain Spare Drivers who do charters;
8. A favorable settlement on the matter of the company's failure to pay certain employees their correct wages for fueling their bus;
9. A favorable settlement on the matter of many instances of the company's failing to bid work according to seniority;
10. A favorable settlement on the matter of the company's failure to pay its portion of the medical plan contributions to certain employees who didn't work this past summer;
11. A favorable settlement on the matter of the company's failure to pay certain employees their sign-on bonus;
12. A favorable settlement on the matter of the company's unjustly suspending a driver who they wrongly claimed didn't have proper medical clearance to drive.

There are still a few pending arbitrations for matters on which settlements have not been reached: these cases are going to formal hearings before arbitrators. They include:

- Failure to pay employees for all work time and other contract/package/bid guarantees;
- Failure to pay certain Mechanics their proper classification wage rates.

As many of you are aware, as part of one grievance success story we've been requesting each of you to review and sign a union-prepared document in order for us to assure that you receive your earned snow days from last winter and your proper paid holiday hours from this school year. If you haven't already done so, please see your Shop Steward or Union Representative to review this document and sign it. We need your signatures no later than the end of next week. If you fail to sign it, you will forfeit your claim on these matters. So, again, please see your Shop Steward or your Union Representative as soon as possible!

As 2011 comes to a close, I want to say how glad we at Local 1205 are for the clearly growing solidarity and respect among our members. We're very glad for your expressions of gratitude and the encouragement we receive from so many of you as we work together for greater justice!

Wishing everyone Happy Holidays!