



# TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

246 Conklin Street • Farmingdale, NY 11735  
Phone (516) 501-1205 • Fax (516) 501-1208

## Contract Negotiations Update: 4

July 7, 2015

Dear Teamsters Local 1205 Brothers and Sisters—

**W**e believe our detailed June 23 “Contract Negotiations Update: 3” effectively exposed the massive lies of Baumann, including the tricky and desperate way he tried to dress up as “attractive” the ugly details of his outrageous, giveback-filled “final offer.” But it seems Baumann’s efforts to fool you are like the living dead (zombies): they keep coming back, in all their emptiness, again and again.

A particular trick of liars is to repeat the lies as often as possible, with the hope that in time some people may start believing the evil nonsense! That is exactly what Baumann is doing. As you know, Baumann can’t win you over with the facts of his contract proposal, so he keeps repeating his lies about his “final offer” and increases his attacks on your Union. Baumann is desperate to have you believe that the issue isn’t his own meanness, greed and selfishness, but a problem with the Union! He can’t stand it that we are not taken in by his dirty tricks!

### **Shedding Light on Baumann’s Dark and Cruel Deceptions**

**I** will not restate our detailed comments on many of the ugly giveback demands that are in Baumann’s “final offer” and the massive lies he has told to deceive you in his unsigned letters. (Those who want to see again our 3 earlier Updates can either reread the copies you were given, or, if you don’t have copies, read them on our website.) However, some of Baumann’s newer lies (often woven in with the older ones) are such whoppers, so over the top, we can’t help wanting to expose them with the hard facts. All of the facts we’ve reported to you before and tell of now are verifiable with documents and witnesses.

#### **Baumann’s Absurd New Lie Number One:**

This lie is one of the cruelest of the lot: Baumann wrote that “the Union proposed to take your existing [medical] plan away from you and to dramatically increase employee ... contributions.” Nothing could be further from the truth. The opposite is true: the company proposed taking away their HIP Medical Plan, and the Union proposed improvements to our Local 1205 medical plan and that the company pay 100% of the required contributions for single coverage to these improved benefits.

#### **Baumann’s Absurd New Lie Number Two:**

The company pretends to be concerned with your interests when it says the “union has not given you any updates.” Really?! I simply point to the title of this document: “Contract Negotiations Update: **4.**” (Again—in case you don’t have your copies, the previous updates are also available on our website: [Teamsterslocal1205.org](http://Teamsterslocal1205.org))

#### **Baumann’s Absurd New Lie Number Three:**

The company wrote that their proposal continues a “wage progression for employees in their first 5 years.” The fact is, there are hundreds of current Baumann employees who are employed for less than 5 years and there is

no “wage progression” for them in any of the next 3 years. Baumann is simply making it up. His purpose is to deceive.

And, as I’ve said, Baumann put in writing: no guaranteed annual increases of any kind in the next 3 years.

**Baumann’s Absurd New Lie Number Four:**

It is a fact that Baumann never changed any of his many central proposals at any of our meetings. Baumann’s lawyers also told us before the first meeting began that they would not be changing a wage freeze demand and that this position would be in their “final offer.” This was said before any bargaining even began! Nevertheless, and despite the fact that negotiations are a two-way street, your Negotiating Committee authorized Local 1205 to modify at least 10 of our original proposals, hoping that our good faith effort would make for a change in Baumann. No such luck! Instead, Baumann continues to take you for fools, dismisses our compromises, and then has the audacity to lie in writing “that the Union made no movement in negotiations”! Unbelievable!

Here are some of Local 1205’s modest modifications, made during bargaining, to our original proposals:

- ❖ Modification to the increases we proposed of some of the daily guarantees;
- ❖ Modification to the increases we proposed to number of sick days employees would receive;
- ❖ Modification to the increases to the days off we proposed for Jury Duty;
- ❖ Withdrawing the proposed increase in the bonus new hires receive;
- ❖ Modification to the increases to the Wheel Chair pay we proposed;
- ❖ Modification to the hourly contribution to a Pension Plan we’ve proposed;
- ❖ Modification to increased days we proposed regarding Bereavement Pay;
- ❖ And there were a number of other Union proposal modifications.

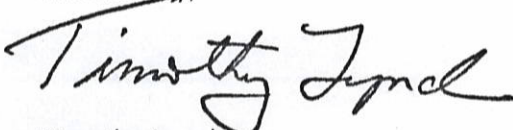
For Baumann to say “the Union refused to change its position on virtually every subject” is not only a desperate lie—it’s just one more example of his illegal, frantic, bad faith bargaining!

We could go on exposing Baumann’s many more Lies, but we don’t want you to lose track of this simple TRUTH: Baumann’s smoke and mirror schemes do not blur the fact that his “final offer” has no annual increases for any job classification, has massive reductions to benefits we’ve already achieved in our first contract, and he wants everyone who is covered by our medical benefits to suffer through a benefit reduction. Remember: part of his scheme is to tell so many lies, and so often, that people will think some of his statements must be true! I’m glad to say that this con-man’s trickery is not working with Local 1205 members!

**STAY STRONG, STAY PROUD, & STAY UNITED!**

**B**rothers and sisters: it is a no-brainer! If you haven’t already mailed back your ballot, rejecting Baumann’s insulting “final offer,” please do so today. And as important as anything: Stay strong, stay proud, STAY UNITED! We must not let a multimillionaire and his lawyers prevent you from achieving the deserved improvements to our Teamster Contract!

In solidarity,



Timothy Lynch