



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Contract Negotiation Update: 6

August 31, 2015

Strike Threat & Pressure from School Districts Bring Baumann Back to the Negotiating Table!

Dear Brothers and Sisters working for Baumann,

Much has occurred in recent days that we want to bring to your immediate attention.

Here's an outline of what happened:

- ❖ In two dishonest letters of August 17, the Baumanns and their lawyer state there is no reason to continue bargaining, that negotiations are over, that their "offer" is "fair" and will be imposed.
- ❖ Local 1205 demands Baumann rescind his unfair "offer" and return to bargaining.
- ❖ Baumann refuses to offer dates for bargaining, and again insists the company's 3-years-of-wage-freezes "offer" is fair.
- ❖ Local 1205 and other organizations friendly to workers' rights then begin to reach out to School Districts, PTAs, and related groups across Long Island. We inform them of Baumann's unfairness and we announce the likelihood of an Unfair Labor Practices Strike against Baumann.
- ❖ It's clear that within 24 hours Baumann receives numerous protests about his unfair treatment and bad faith bargaining. Further, a number of School Districts tell Baumann that if he does not quickly reach a fair settlement with Local 1205, the Districts will cancel contracts and use bus companies that have stable relations with employees.
- ❖ Within minutes of these activities, Baumann executives and lawyers reach out to Local 1205 President Timothy Lynch and agree to resume bargaining with a Federal Mediator present. (Local 1205 had suggested days before that the parties meet with a Federal Mediator, but this suggestion was ignored.)
- ❖ Three meeting dates, September 3, 8, & 9, on which to continue bargaining, are agreed to by the company and the Union.
- ❖ Local 1205, as a good faith effort, announces it will refrain from any strike or other job actions until after these meetings, hoping the meetings will result in a fair contract settlement.

Brothers and sisters, we cannot let these attention-grabbing events take our eyes off the prize! Yes, we can cautiously hope progress will be made at these meetings—and I pledge to you that I and your entire committee will do all we can to achieve fair compromises. But it's only by our staying united and determined to win, that a fair contract offer will come to be. Therefore, we must continue our strike preparations, and continue encouraging each other to see and feel our collective strength, power and determination!

(OVER)

The Baumanns will not change their ways and their insulting offer if they think that we're now backing off our planned strike. Anyone who thinks we are is gravely mistaken. The Baumanns may be hoping that the time given for these scheduled meetings will weaken our resolve and take us away from our picket line preparations and community outreach. It won't! Of course we prefer not to strike—it's our last resort after exhausting the bargaining process. But Baumann's lawyers have made it clear that they're still hoping beyond hope to weaken us and take us off our goal of a just contract. We all know that what will have the Baumanns change their unlawful strategy and insulting offer is seeing that we are ready, willing and able to strike at a moment's notice; ready to stand side-by-side on a picket line, unified for a fair contract!

I'm very proud—and all of you should be—of the courage you have already shown, first by rejecting Baumann's "offer" and authorizing a strike, and now by signing up for picket duty. We must continue to encourage each other to stay UNITED AND STRONG.

Be Prepared for the Increasing Attempts to Divide and Conquer

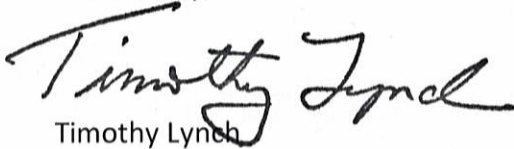
One of the worst things in the Baumanns is their ugly hope that you become weak and against one another. They, with their anti-union legal advisers, have always had a strategy of divide and conquer. It cannot work, unless you let it work. The Baumanns want Drivers to think DAs are overpaid. The Baumanns want the mechanics to think the Big Bus Drivers are selfish and don't care about the mechanics. The Baumanns want the DAs to believe the Van Drivers are spoiled and feel superior to everyone else! I could go on. And, of course, the Baumanns want all of you to believe their malicious and absurd lie that your Union is the problem, out to hurt the company, even put it out of business, with all of you losing your jobs! There are lots of tricks bosses use to appeal to employees' fears and baser instincts. It's all to undermine the real power employees have when we stand together, with real mutual respect.

If we are aware of the bosses' scams, and know the rats that do the bosses' dirty work, we won't be taken in by them.

So, Brothers and Sisters, we must proudly stay united and determined in our quest for a fair contract!

Remember, you are the Union—and the people united will never be defeated!

In solidarity,



Timothy Lynch

NEWS FLASH!! This past weekend, Reverend Tom Goodhue, Executive Director of the Long Island Council of Churches, sent out an email to his constituents describing our fight and asking them to keep the Local 1205 members at Baumann in their prayers! The LICC represents over 800 churches. We thank Rev. Goodhue!