



# 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  
Email: [1205teamsters@verizon.net](mailto:1205teamsters@verizon.net)  
Website: [www.teamsterslocal1205.org](http://www.teamsterslocal1205.org)

Timothy Lynch, *President*  
Edward Williams, *Secretary-Treasurer*  
Daniel DeCrotie, *Vice-President*  
Nelson Nuñez, *Recording Secretary*  
Robert Christian, *Trustee*  
Andrew Gallo, *Trustee*  
Clifford Roode, *Trustee*

August 25, 2015

Mr. Ronald Baumann  
Ms. Constance Baumann  
Baumann & Sons Buses, Inc.  
3355 Veterans Memorial Hwy.  
Ronkonkoma, NY 11779

Ron and Connie—

This letter is a reply to your so-called “update” of August 17, which you addressed to “Local 1205 Bargaining Unit Employees,” and which you claim is about “our bargaining.” I use the phrase *so-called*, because what you wrote is certainly no “update.” The shocking dishonesty in your document, the utter disregard for the truth, the desperate attempt to vilify the purposes of this Union and its leadership, make what you sent your employees a cock-and-bull story of the most shameless kind. It’s an effort to bamboozle your employees into believing that your insulting “final offer” is somehow fair. You have concocted an ugly attack on the Union itself, and on the members for having clearly and overwhelmingly rejected your insulting offer.

As you attempt to dress up and disguise the miserable contract you’re putting forth, you of course don’t mention to your employees any of the more than 2 dozen give-backs that are in it. For example, hundreds of members would lose their already earned sick days and already earned vacation days. And there are the 3 years of wage freezes; the elimination, for hundreds of members, of Labor Day and July 4<sup>th</sup> as paid holidays; and the reduction of paid sick days for hundreds more. As they say: you can put lipstick on a pig but it’s still a pig. It’s clear you’re still hoping your employees are stupid and can be fooled by you: they certainly **ARE NOT!**

In my 26 years as a Union official I’ve successfully negotiated thousands of Union contracts and have helped thousands of workers enjoy a middle class lifestyle here on Long Island. Never have I witnessed a more malicious, vindictive company—a law-breaking company—than Baumann/Acme Buses. It is clear you are still plotting to punish your hard-working employees for the courage and intelligence they showed when they organized themselves into Teamsters Local 1205 nearly 6 years ago. Your present schemes to make your employees think their wages and benefits have to be inferior are failing miserably. And your constant efforts to undermine the strength of your employees are flopping and will continue to flop. Your employees are more determined than ever before to achieve a fairer contract, not go backward to the dark old days

when you ruled the workplace without giving the respect human beings deserve for doing the important work they do.

### **Some Background to Set the Record Straight**

You know that more than 8 months ago, in December 2014, Local 1205 requested that bargaining for a new contract begin in January 2015. We requested that date because we knew the number of issues our Union members wanted to see changed in our current agreement would require extensive time and effort by everyone in a process over several months. As you also know, the Union requested that the parties schedule at least 10 daytime meetings. The Union requested we meet at 10 AM, after our Union Committee members complete their morning runs, so several productive hours at each session could be had. We offered to pay our members' lost wages for the afternoon runs, as we did in 2010. All honest negotiators know, good faith bargaining requires detailed discussions with adequate time, so that the parties can bargain effectively with the intent of reaching an agreement both sides can live with.

You refused to meet until May 18<sup>th</sup>; you refused to release our elected rank-and file-Negotiating Committee from their PM pieces; and you refused to schedule 10 meetings. (You knew that a limited schedule of short evening meetings would not provide adequate time for good faith bargaining.) Your lawyers only met with the Union 6 brief times; cancelled 3 meetings that had been scheduled; and lied about the Union, saying we have delayed every bargaining meeting by one or two hours. All of those 6 meetings happened within a time frame of one month.

In July, when I informed you that your final offer was rejected by our members, I requested we schedule several more meetings. And I specifically requested that you, Ron and Connie, attend those meetings. I urged that you really bargain with us in good faith, something your lawyers clearly had not been doing. While you grudgingly agreed to meet only once, your lawyer reiterated your position that you would not be changing your offer. Your bad faith behavior over these months is clearly evident: you have not been negotiating. The evidence shows that you are trying to impose your will on the more than one thousand employees who do the essential work for Baumann & Sons Buses.

### **Some Further Background and the Truth about Your Financial Records**

A few days before our first bargaining session in the 3<sup>rd</sup> week in May—astoundingly, you had your attorney call me to say that you would not at any time be making any annual wage increase offers for any year of the next 5 years. When I asked if this position of 5 years of wage freezes is because the Baumanns can't afford increases, your attorney said, no, it's just that the Baumanns don't want to spend the money. Flabbergasted by this position, I requested—on several occasions over the next weeks—to see the company's audited financial records for each of the 5 years we've had a contract. I was told we could not see them. I requested to see Ron's personal income tax records. I was told we could not see them. What your attorney offered to show the Union was one select year of financial statements, but only if I signed a so-called "confidentiality agreement" which would authorize Baumann to sue the Union if the company believed the Union shared anything in that one-year financial statement with other parties. Your lawyer confirmed with me that the select fiscal year you were offering (September 2013

through August 2014) was within the time frame in which you purchased the Oceanside facilities for about \$7.5 million. I have stated repeatedly over the months that I did not doubt the document you've offered to "show" would reveal a loss of money. I never said to you, never said to your lawyer, or to anyone else, at any time, that I "simply can't believe" the company lost money in that year. You, Ron and Connie, were lying when you put that in writing and you know you are lying. You've simply made it up. Your purpose is to discredit this Union and thwart the hopes and aspirations of your employees to better their wages, better their working conditions, and better other terms of their employment. What I did say was: we believe you've made lots of profits over the years and have become very, very wealthy as a result. It would be only fair to show us other years of financial statements, not just a year that wasn't good.

### **The Last Meeting the Company Had with the Union**

On August 13, after the last meeting we had (the only one that either of you attended), one of our Union committee members, a longtime Baumann Driver, said of both of you, your two lawyers, and the rest of your committee: "I've never seen so many sets of ears not hearing a single word that was being said to them by the Union!"

Another longtime Driver stated, after you walked out of that brief meeting: "I can't believe the insult, the coldness! To see the Baumanns sit there and not say a single word, not even acknowledge the presence of nearly 20 of their hard-working employees, was completely offensive."

A Driver Assistant said: "It's been clear from the first meeting, the Baumanns never wanted to negotiate with us, but only want to dictate terms that they know we could never live with or recommend. They want to undermine the Union and this Committee and want our members to give up hope and self-respect. The Baumanns again are underestimating the employees!"

### **Lies, Undermining, and Bad Faith Bargaining: Violations of Law**

You also specifically lie about me and my motives, accusing me of being "reckless," and saying Timothy Lynch "has made it perfectly clear to everyone that he hates the Company and wants to hurt the Company"; that I'm trying to "do whatever [I] can to injure the company"; that I'm "rolling the dice with [the employees'] jobs," and that the Union's conduct in bargaining has "been quite irrational and irresponsible."

Your frantic lying attacks; your pretending to negotiate; your failing to provide the Union with relevant information so we could bargain effectively; your falsely claiming the parties are at impasse, even though no impasse exists, are all illegal attempts to undermine your employees' rights. You are clearly being given very bad legal advice by a law firm that prides itself on trying to weaken workers' rights. This Union has filed a number of charges against you at the National Labor Relations Board, protesting your unlawful behavior.

You know your statement that I want to hurt and destroy the company is not true: I've repeatedly made suggestions over the past 5 years to help you retain work, and you've repeatedly rejected those overtures. In fact, it was the Union that succeeded in helping you retain the Lindenhurst contract in the last years that you had that contract. (Our effort

succeeded without your cooperation and despite your bad management.) But, according to the Lindenhurst School Board, it was Baumann's continual bad management—not Union employees, and certainly not the Union itself—that had Lindenhurst throw you out of that district and award the contract to another Union bus company (at higher rates than the rates you yourself bid at). A similar story can be told about how you lost the Suffolk County Pre K contract. And when I made overtures to help, you rejected my efforts, and you lost most of that work to other unionized companies that pay their workers more than you pay yours.

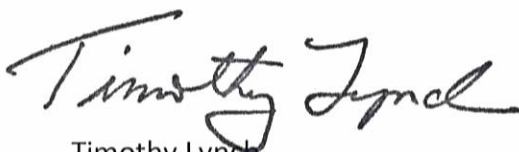
I have told you repeatedly since 2010 that nothing would please me and your employees more than Baumann Buses' becoming the premier Bus Company on Long Island. We would love for you to grow and prosper and provide great customer service, and fair wages and benefits to your employees, and we want to help you accomplish that. But you've preferred to see the Union and your employees as the enemy, out to hurt you, and you demand that your management team fight us on everything—not show us any cooperation on any matter. As one of your lawyers, in a rare moment of honesty, recently said to me about the poor relations that management has with employees: the problem "starts at the top."

So you can continue your obsessive view and ugly propaganda that the Union and its members are the causes of your problems, or you can work with us toward what should be a common goal: decent labor relations, greater customer service, and a safe, pleasant work environment. We want Baumann Buses to be a growing company that people can be proud to work for.

You're not there yet, Connie and Ron, but if you want to get there, you have to make peace with us. I've repeatedly stated to you in recent weeks: we stand ready, willing and able—at any time—to work with you to achieve compromises both sides can live with.

If you wish to have a Federal Mediator assist us in reaching a new contract, I'm for that occurring. But you, Ron and Connie, have to want to meet in good faith and find common ground.

Sincerely,

A handwritten signature in black ink that reads "Timothy Lynch". The signature is written in a cursive, flowing style.

Timothy Lynch  
President, Teamsters Local 1205

cc: Teamsters Local 1205 Members working for Baumann & Sons Buses