



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

March 26, 2015

Dear Local 1205 Members Working for Baumann--

We are just weeks away from our first bargaining session with Baumann and we're certainly looking forward to it! We have one more meeting to schedule with your elected bargaining committee to fine tune our contract proposals and then we'll be ready to present our demands to Baumann and his lawyers when we meet with them across the bargaining table next month.

While our proposals are dozens of pages long and cover many, many important issues, here are just 4 key demands:

- ❖ Baumann needs to guarantee a full 39 weeks of pay for every Driver and DA!
(No Union member should lose any day's pay during a school year. If a school is closed because of a holiday, a teachers' conference, or a snow day, our members should be paid! That is what happens with our Local 1205 members working for First Student!)
- ❖ Wages and Benefits should be at least as good as what is provided to employees working for Baumann's unionized competitors!
(There's no good reason why Baumann can't pay wage and benefits rates that are equal to or better than those enjoyed by your fellow Local 1205 brothers and sisters working for First Student!)
- ❖ Bus yards must be paved and properly lit!
(No one should have to wear high rubber boots to get to their bus, nor worry about falling into huge holes, and no one—including students—should be subjected to the terrible yard dust that gets into everything, gets onto every seat, and onto everyone who comes near it!)
- ❖ A certain set percentage of Runs should be designated for Home Vehicles, offered by seniority and geographic proximity!
(Every other bus company allows this. Baumann has argued that districts don't allow Home Vehicles. That may be true for a few, but those few are the exception, not the rule. Also, this proposal saves Baumann money.)

Baumann's Cry of Poverty versus Audited Financial Statements

Back in December I reported to you that Baumann would increasingly be crying poverty, and acting as if we should be taking up a collection for him. That cry of poverty is still going on. So, to counter his lies with the TRUTH, I thought you would be interested in seeing a recent affidavit, commenting on Baumann's corporate income and earnings. The Union came to be in possession of this not-usually-made-public document because Ron Baumann filed a legal action in New York State's Supreme Court, against the Hauppauge School District. (The district did not award its bussing contract to Baumann and he thought he could win the school district's sympathy by suing them.) In the 9-page affidavit prepared and signed by Baumann's accountant, there are statements that Baumann's parent company, ABA Transportation Holdings, is very strong financially; has "significantly high retained

earnings” on annual sales of about 100 million dollars! The affidavit in fact contains boasts about Baumann generating a “15% gross profit” in fiscal year 2011 (the year of the audited financial statement).

If you wish to review the document, please visit the Baumann Bus Information page on Local 1205’s website.

Baumann’s Paid Favorites Will Be Rearing Their Ugly Heads!

As you may know, there are a few remaining company favorites (paid rats) still scheming to do away with seniority protections so they can get the “special treatment” they used to get before the Union arrived, and when Union seniority rights didn’t exist. These few are plotting with Baumann to get people to turn against the progress you and your coworkers made when you formed your Union in 2010. They’ll use the “nice guy” approach, complain about everything, and praise “the good old days” when poorly paid workers received a \$15 turkey gift certificate at Thanksgiving. They’ll try to present this as evidence of a glorious past! (But they always leave out the years of low wages, miserable and expensive medical insurance, non-payment of wages for all hours worked, and how only certain employees—the rats—who bribed and buttered the managers got special treatment for runs, charters and extra work!)

Brothers and sisters, we have to remain focused on making further improvements to our contract and on better enforcement of our hard-earned contractual rights. Don’t let anyone trick you into thinking Ron Baumann wants to be fair, if only the Union weren’t here. No one in his or her right mind wants to go back to the days of Baumann dictating policy and robbing employees of their rights and dignity! If anyone believes Baumann is interested in justice to his employees, you need medical attention and quick! (I hope you have Local 1205’s Magnacare.)

Union Negotiating Committee Updates to the Members

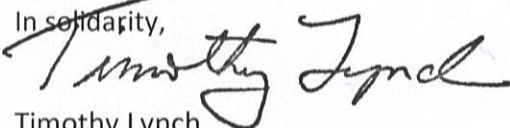
We reprint here on page 3 a notice that Union Negotiating Committee member Tony Orioles put together. Tony, a Bus Driver out of Coram, posted it at his yard. We like it, we appreciate it, and wanted everyone to see it. Once negotiations with the company start, the Contract Negotiating Committee will be sending out “Updates” every week in which we have a negotiation session, to keep you up-to-date as things proceed.

We must never forget: without the Union these 5 years, Baumann would have treated you any way he damned well pleased—as he did in the past! He most certainly would NOT have given wage increases of between 16% and 35% over 4 years; better and less expensive medical insurance; better package guarantees! In the last few months alone, we’ve won dozens of grievances for members throughout the company, including:

- back pay for members who were denied earned holidays, sick days, and vacation pay;
- back pay for members not receiving the full amount of their bidded packages;
- reversing unjust disqualifications;
- getting members their previously denied referral bonuses;
- having unjust disciplinary notices removed from members files;
- and many, many others!

We, as a Union, have achieved a certain beginning level of justice—not enough—but MUCH MORE justice than was ever at Baumann before. Now is the time to make the further improvements you all deserve and can achieve if we stand united!

In solidarity,



Timothy Lynch

President, Teamsters Local 1205

LOCAL 1205 CONTRACT NEGOTIATING COMMITTEE UPDATE



“Highlights of the Negotiating Committee Meeting”

As Members of the Negotiating Team.....Communication will be our Goal!

Negotiation Meeting of February 7, 2015

An Open Forum was held on February 7, 2015 with 19 members from the Negotiating Team present and 5 Local 1205 staff and Executive Board members in attendance.

The Board reviewed our proposals and went over each individual contract demand with the Negotiating Team. At this time Brother Lynch requested that we, the Negotiating Team, not discuss any of the details until after our first negotiation meeting with the company.

Our contract expires June 30, 2015. A letter will be sent to the company on or about April 1, 2015 requesting negotiation meeting dates.

In the meantime, Brother Lynch requested that all members stay **united** in order to give the team “Bargaining Power.” Remember, “**united we stand, divided we fall**” is a phrase that has been used in mottos from nations and states to songs. The basic concept is that unless the people are together, they will be defeated.

—Tony Orioles





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

GENERAL MEMBERSHIP MEETING DATES APRIL & MAY 2015

Wednesday, April 22, 2015 – 7:00 pm

Riverhead Elks Club Lodge #2044

1239 East Main St. (Rt.25)

Riverhead, NY 11901

631-727-2027

Wednesday, May 27, 2015 – 7:00 pm

American Legion Post #155

115 Church Street

Ronkonkoma, NY 11779

631-981-2981