



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Holiday Greetings, Brothers and Sisters working for Baumann—

A few weeks ago, I reported to you the important arbitration victory regarding Baumann's improperly deducting time from the paychecks of employees who do charter work. Today, I'm happy to report that in the month of November, two other important arbitration cases were settled on favorable terms.

One case concerned an unjustly terminated Van Driver out of Copiague; the other, a Commack Van Driver who was unjustly prevented from bidding on Van work. After many hours spent preparing these cases with our lawyers, both were amicably resolved to the satisfaction of the two members involved!

Two weeks ago, Local 1205 filed for arbitration regarding Baumann's refusal to pay most of our mechanics and maintenance members their Union contract-guaranteed shoe and tool allowance. Also two weeks ago, we filed two other arbitration cases: one on behalf of an unjustly fired Van Driver working out of the Copiague yard; the other, on behalf of an unjustly fired Big Bus Driver, also working out of Copiague.

We still have several other pending cases, and there are new grievances every week. We'll keep you posted as they move towards formal hearings, but you can always check with your Union Representative regarding the status of each case.

Unfair Labor Practices Charges Filed Against Baumann

Meanwhile, I also want you to know that in recent weeks the Union has filed a number of Unfair Labor Practices charges against Baumann at the National Labor Relations Board, for what we believe to be the Baumanns' continuing illegal activities. You should be fully aware: Baumann is still desperately scheming to prevent employees from enjoying all the rights you've won under our Union contract. For at least 50 years the Baumann family, through intimidation, false promises, and various illegal schemes, prevented employees from having a Union. As most of you remember, before we won our contract, the Baumanns aggressively and illegally fought against the rights of their employees. They did this for years, and continue to, because they think it's the only way to maintain their big profits.

The charges we filed include:

Baumann illegally failed to provide to Teamsters Local 1205 the following requested information:

- A. A copy of any and all documents given to any unit employee which denied him or her a requested vacation from June 1, 2011 through the present, and any and all internal company documents that pertain to the company's reasoning, logic, justification in denying any employee's vacation request;
- B. A copy of all letters or documents from any of the employer's customers that specifically deal with the disqualifying of any unit employee or employees from doing any work;
- C. A list of all current unit employees who have been disqualified from doing any work for any of the employer's customers;
- D. The reasons given for the disqualification of any and all employees who are currently employed or who have been laid off since July 2010;
- E. Letters from any of the employer's customers which state that any unit employee's having been disqualified from working in another customer's jurisdiction disqualifies said employee from working in the jurisdiction of the customer writing the letter(s).

Also, our ULP charges state that Baumann has illegally:

1. Changed compensation terms of employees who do dry runs and fill out left/right sheets;
2. Imposed a policy of denying employees the right to schedule individual vacation days during non-recess weeks;
3. Failed to bargain in good faith over the effects of the shutdown of its W. Hampton facility;
4. Imposed a method of conducting picks at the Central Islip and Bohemia yards;
5. Imposed an unjust policy—company-wide—regarding the method employees must use to authorize Union Shop Stewards to pick runs on behalf of said employees.

Labor Board cases often take much longer than we all would like, but we will not waiver in pursuing your rights, whatever the time it takes and at whatever the cost!

Looking Forward to 2014

A few important facts to keep in mind as we are about to enter the last full year of our contract and prepare for our next contract:

1. Today, more than half of all Baumann employees are earning over \$3.00 per hour more than when our contract was approved by a membership vote in 2010. And everyone will receive wage increases of between 3% and 5% (many even higher) in less than 9 months—the mechanics and maintenance employees in less than 3 months;
2. Hundreds of members enjoy better medical benefits (through Local 1205) than Baumann ever offered before, and Baumann now pays much more of the monthly premiums;
3. The minimum package guarantee is at least 10 hours more per month than before the Union contract;
4. All packages and extra work are bid by seniority;
5. We have a Union grievance procedure that protects everyone from unfair treatment.

Anyone who knows anything about this company's history is very aware that none of the above improvements would have happened if employees had not stood together and organized into a strong Union. I have no doubt we can achieve a great second contract with larger improvements if we stick together and support one another in our goals like we never have before.

Something you need to know is: Baumann's attorney told me a few weeks ago that during our contract negotiations next year, the company will be proposing give-backs;

I told him in no uncertain terms: The Union and our members not only have no intention of giving anything back—we will be seeking major improvements in many areas.

Here are just some of what we know our new contract proposals will include:

- Bigger wage increases
- Better daily and weekly guarantees
- More paid time off
- A retirement plan
- Lower employee costs for medical insurance
- Safe bus yards—properly paved and lighted

This winter we will begin to have yard meetings to discuss in more detail the contract proposals you'd like to make, and we'll be sending out contract surveys, requesting your thoughtful input.

Predictions Are Coming True

As I've been predicting for a few years now: Baumann's handful of brown-nose rats are in fact actively scheming to fool people into somehow thinking things were better when there were no seniority rights, when there were miserable benefits and lousy wages (in other words, no Union), because during those glorious years of favoritism for the select few, Ronnie and Connie Baumann gave out a \$15 turkey gift certificate to almost everyone each year! Wow—\$15 gift certificates! (By the way—nothing in our Union contract prevents the Baumanns from giving out any gift certificate, whether for \$15 or \$150; they still can, but choose not to. Nevertheless, the rats blame the Union for the Baumanns' cheapness!)

Most everyone who has come across these company-paid agents has been smart enough to see through the con: to smell a rat. Most know the Baumanns would like nothing more than to cut your wages and benefits—like what's happened to millions of workers all over America—but they can only do it if they crush the Union. That won't happen, but they are attempting to weaken you by spreading massive lies.

In a Sworn Affidavit, a Rat Says Baumann Paid Her for Her Dirty Work

We thought you would get a kick out of the following bit of information that came our way recently. The Union has in its possession a sworn Labor Board affidavit signed by a Baumann favorite who is currently spreading lies about the Union. I won't mention the person's name, but she's a big bus driver with a lot of seniority, working out of the Copiague yard. In this affidavit, she confesses that she was paid by Baumann to go to other yards and bad-mouth

unionization. She said: "In fact, he [Ronnie Baumann] would pay me my full day's pay to go to other yards and talk about reasons that I was opposed." Brothers and sisters, if any one of you still doubts what's really behind the few company favorites, this sworn statement should do the job. I'll be more than happy to show you the signed document.

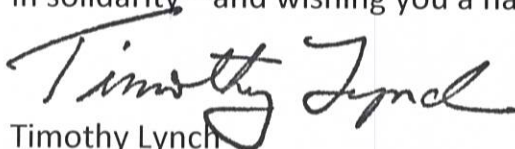
The Need to Be Clear and Proud

Everyone needs to be clear: There will always be some handful of working people who feel more important associating with a rich boss and getting a few more crumbs than the others, while looking down on those others. Such people hate an organization like a Union because justice to everyone—including economic justice—is our objective, and because our basis is that no one should be looked down on or made less of as a human being.

The Baumanns, assisted by their highly paid lawyers, will continue their futile efforts to frustrate their workers and to wear the Union down financially—hoping employees will be weakened enough to accept an inferior contract in 2015. Remember, the Baumanns' bottom line goal is to return to complete control over everything and larger profits for themselves. But the wonderful fact is: Teamsters Local 1205 and its members are stronger and smarter than the company tricks.

If we stand tall, proud and strong, we'll achieve greater justice—including a great second contract!

In solidarity—and wishing you a happy holiday,



Timothy Lynch

President, Teamsters Local 1205

Some Useful Quotes

"If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool." —*Abraham Lincoln*

"Not paying fairly, because you are only looking at balance sheets, only looking at how to make a profit—that goes against God!" —*Pope Francis*

"My family was a union family. We were poor and the union movement helped us get ahead. I was, am, and will always be in labor's corner. Now, I want to know what we're going to tell the Baumanns—we're going to tell them UNION! UNION! UNION!"

—*Senator Chuck Schumer, at a Local 1205 rally*

"Telling lies, real whoppers, about unions and their leaders is a standard technique of the bosses. That's because they want to deflect attention away from the real issues—your pay, your benefits and your working conditions. They want to keep exploiting the people who work for them. The only chance they have at beating an honest union (and Local 1205 is certainly a successful, honest union) is to keep on telling lies." —*Roger Clayman, Exec. Director, Long Island Federation of Labor*