



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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246 Conklin Street • Farmingdale, NY 11735
Phone (516) 501-1205 • Fax (516) 501-1208
Email: 1205teamsters@verizon.net
Website: www.teamsterslocal1205.org

To: All Local 1205 members working for Baumann & Sons Buses
From: Timothy Lynch
Date: June 8, 2011
Re: National Labor Relations Board Complaint against Baumann

We want you to know of a very important legal Complaint that was issued against Baumann on June 6 by the National Labor Relations Board (NLRB). The NLRB investigated charges Local 1205 made against Baumann and concluded there was clear evidence of your employer's committing Unfair Labor Practices—a violation of law.

Your employer has deliberately withheld information from the union, information Baumann is required to provide us so we can make sure you're getting the benefits you're guaranteed under our contract. According to the government's investigation, your employer has been "failing and refusing to bargain collectively" with Local 1205, in violation of the National Labor Relations Act, the federal law that protects union members' rights. A copy of the Complaint can be found on our Local's website and a copy will also be placed on our union bulletin boards.

Background

As most of you know, since day one of our contract, your employer—and his very highly paid lawyers—have been furious that you achieved together a first contract. They have been feverishly scheming to evade their legal obligations, through bogus arguments, ridiculous interpretations and selective amnesia about what was agreed to in bargaining.

The fact is, they hate it that they have to give any respect to employees at all, but the details of our union contract are more than they can stand. The company's chief lawyer has more than once threatened to bankrupt our Local Union, boasting that Baumann has deeper pockets than we do and can outspend the union until we yield to him on contract issues. They foolishly think that threats will have us walk away from legitimate grievances. They are sadly mistaken. We will never compromise your legal rights.

Remember: The company wouldn't be conspiring so hard to fight the union if the contract didn't gain you much more than they were willing to pay. They are obsessed with undermining your rights! They may continue their plots to delay justice, but ultimately they will fail. Each of you is smarter than Baumann management wants to see, and they are hoping you will turn on each other rather than see through their unjust way of treating employees.

Please continue to build relationships with one another based on mutual aid and respect. Together we will win more and more of the justice that's rightfully yours!

P.S. As you also know, there are still a few company favorites, doing Baumann's bidding, who sometimes attempt to stir up trouble. Their purpose is to gain back the perks these few had in the past—at the expense of everyone else. Don't be fooled!