



# TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Dear Brothers and Sisters working for Baumann Bus—

**W**e're very proud to send you this brief Update about just some of the recent victories Local 1205 has had in getting our members at Baumann more of the justice each of you deserves. In the past several months alone—

- We, your Union, have gotten many members their jobs back after Baumann unjustly fired or suspended them;
- We recouped thousands of dollars in wages for members who were unjustly disciplined;
- We had unfair disciplinary notices modified or removed from personnel files;
- We continue—in instance after instance—to make sure your hard won seniority rights—including bidding rights—are protected, as the employer tries to circumvent them;
- We've gotten many members paid their earned vacation days and sick days, which the employer unfairly denied them;
- We've gotten back pay for members whom the employer fraudulently and deviously paid at a so-called “miscellaneous” rate, rather than at the higher pay scale guaranteed in our Union contract;
- We've gotten members their full package pay even though certain schools were closed or students absent—though Baumann tried not to, fought not to, and was determined **NOT TO PAY IT**. (Before the Union, the company would pay employees nothing for the missed time if a piece of the package wasn't running, or if clients were absent.) This important victory will add millions of dollars in wages to our members' paychecks going forward! This is just one instance of the Union's making it possible for money you earn to go to you, not into the pockets of the Baumanns.

### ***Higher Wages—& a Better Medical Plan at a Lower Cost to You***

**W**e want to point out two other very important facts: *Today, the typical Baumann employee is earning from 15% to 22% more than she or he was earning before the Union was voted in.* That is, our Baumann members are making between \$1.90 and \$4 more per hour today than they were making before they voted for our contract three years ago! And this is at a time when the average working American is earning nearly 12% less than in the year 2000! As most everyone knows, millions of Americans have taken drastic pay cuts and benefit cuts. However, no Local 1205 employer has been successful in forcing those cuts on our members—in fact, we've made remarkable improvements!

Because of our Local 1205 Medical Plan, hundreds of our members are benefitting in ways they never could have under Baumann's plans, which are all far inferior to ours. From our dental and optical benefits, to a \$25,000 life insurance policy, to many more network doctors to choose from (without any annual deductible or required referral), 1205's Medical Fund has spent many millions of dollars bringing greater health and, therefore, happiness to our members' lives.

### ***The Magical Fairy Tale Bus Company***

**M**eanwhile, because of the above victories—and many others—this should come as no surprise: The company is more furious than ever that, after decades of trying, Baumann employees finally established a strong Union at Baumann Bus. The company is furious at the Union contract, which protects workers against the robbing of them that the employer engaged in—on a daily basis—for years. Therefore, several of Baumann's spies have been sent forth to tell a Magical Fairy Tale: about how wonderful everything was before the Union arrived; how Baumann always took care of everyone, gave big wage increases, provided marvelous benefits.

—Over—

And the heavenly treatment ended only because the Big Bad Union came and bewitched Baumann's contented employees into voting for Local 1205 and the contract! Of course, believing this nutty tale is like believing in the tooth fairy. But I'm mentioning it because it's evidence of how much the Union is succeeding. If we were weak, if we allowed the company to have its way, grease the palms of its favorites and cheat everyone else, these lackeys would not be trying to confuse, undermine, and divide people. Their effort is comical—but it's also vicious, because their goal is for Baumann to pay you less so he can take millions more of the dollars you have earned, and pay off his lackeys and lawyers for doing his dirty work.

### ***Current Grievances Being Arbitrated***

**H**ere is a current list of grievances Local 1205 has submitted for arbitration on behalf of bringing justice to our Baumann members:

1. The company's failure to grant vacation time during the last week of August;
2. The company's failure to pay daily guarantees for certain weekend work;
3. The company's unjust termination of a Copiague Van Driver;
4. The company's unjust suspension of a Copiague Van Driver;
5. The company's failure to allow a Van Driver at Commack to bid for Van work;
6. The company's improper deducting of meal time from Charter trip hours;
7. The company's failing to pay the Union Contract rates for time spent on left/right sheets;
8. The company's failure to allow "Disqualified" employees from bidding for other work;
9. The company's failure to pay members, who gave 2 weeks' notice, accrued vacation pay and sick day pay.

As you know, every arbitration case costs the Union many thousands of dollars. Baumann is continuing a strategy that his own lawyer told us he had: to bankrupt us; make us spend ourselves out of existence; or force us to settle on terms *he* sets down. This will not happen. The International Brotherhood of Teamsters and Local 1205 have spent millions of dollars fighting for the rights of Baumann workers (because that's what honest Unions do and that's why you pay dues). We have the knowledge and economic resources to continue to deal with the schemes of Baumann. We've won hundreds of thousands of dollars in back pay and we will continue to win grievances—no matter the economic cost.

Brothers and sisters, the company will continue its tricky efforts to take advantage of employees every chance they can, hoping that each individual will feel there's nothing he or she can do about it. Don't let them get away with it: put in pay discrepancies when you are not paid properly (always make copies of them); let your Shop Steward know about it; and if you're still not paid what's rightfully yours, or have any doubt about what you're entitled to, let your Union Representative know about it!

Baumann knows that because of the increased solidarity of our membership, our next contract will be even better than the current. That is: Baumann will have to give more money, more of the profits, to you, the people who do the work. Together we will make many more improvements—if we become more united and strong, and therefore better equipped to accomplish the greater economic justice each of you deserves.

In solidarity,

  
Timothy Lynch, President

P. S. I'm glad to report that hundreds of Local 1205 members working for First Student ratified their new contract just a few weeks ago—a contract that continues to have them be some of the best paid Drivers, DAs, Mechanics, and Dispatchers in the country. They did it by standing together, united as one Union, and ready to fight. More details on their great Local 1205 victory—and how it was accomplished—in our next newsletter!

***Don't forget to visit our website: [Teamsterslocal1205.org](http://Teamsterslocal1205.org)***