



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

May 6, 2013

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Greetings, Local 1205 Members working for Baumann—

Just last week, after months of legal battling with Baumann, we achieved a great victory regarding many outstanding grievances. These include:

- Reinstatement, with a monetary settlement, of an unjustly fired DA;
- Monetary settlement for several members who were unjustly denied vacation pay;
- Monetary settlement for an unjustly suspended Driver;
- Monetary settlement for several Mechanics who were unjustly denied wages;
- Monetary settlement for a Driver unjustly kept off the job due to the company's bogus medical concern;
- Monetary settlement for over 80 probationary employees who were unjustly denied snow and emergency pay. (Anyone who was on probation on any of the following days—October 29 & 30th, November 8th, & the week of February 11th—may be eligible);
- All future probationary employees are now eligible for Snow and Emergency Days;
- A favorable settlement regarding the interpretation of Daily Minimum Guarantees. This means, going forward: when any part (but not all) of an employee's regular bid package is closed/not running, and such partial closure was indicated on the then current school/customer calendar, said employee is eligible for the entire Daily Minimum Guarantee. (If the partial closure was not indicated on the then current calendar, employees are eligible to receive pay for their entire package.) Dozens of employees who were denied the minimum pay on days their package was partially not running due to a school being closed will receive some monetary settlement.

The 4-page "Multiple Settlement Agreement" signed by the Union and the Company describes the complete terms of this agreement, and can be found at www.TeamstersLocal1205.org.

IMPORTANT! If at any time since Sept. 2012 you did not receive the Daily Minimum Guarantee of 4 ½ hours for Van Drivers/DAs or 5 hours for Bus Drivers, due to a partial closure—and/or if you were on probation and didn't receive emergency/snow day pay—you need to do the following: Give the Union a written claim and copies of paystubs and route calendars that are evidence that you were improperly paid. (This is why your Union Agents and Stewards have advised that such records be kept.)

The Union needs to receive these records no later than Wednesday, May 15th. We will then review each claim we receive, and, based on the accuracy of the claims, allocate to each genuine claim a portion of a \$20,000 lump-sum settlement we negotiated with Baumann!

I want to thank each of you who have supported us as we fight to protect your Union rights on the job. And I particularly thank our Shop Stewards, and the Local 1205 staff, for their continuing work to achieve greater and greater justice for all Union members at Baumann!

In solidarity,

Timothy Lynch
President, Teamsters Local 1205