



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Dear Local 1205 members working for Baumann Bus—

Just this week the Union prevailed at an arbitration that now forces Baumann to stop a policy he illegally imposed. That unlawfully imposed policy was to automatically deduct a one-hour unpaid meal break from Baumann-Acme runs that last more than 6 hours. During the Union grievance process, and at the arbitration itself, Baumann's high-paid attorneys claimed that labor law and Baumann's management rights clause allowed them to impose this policy of deducting one hour after any six hours of continuous work.

While the Arbitrator expressed his view that an unpaid meal period can be deducted from any 6 hour period of continuous work, his signed "Consent Award" states that for all future runs of more than 6 continuous hours, Baumann can deduct only a ½ hour unpaid break, and that another ½ hour can be deducted only after 8 hours of continuous work.

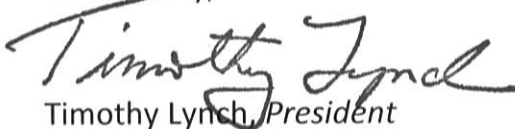
This victory is another instance of the Union's preventing Baumann from doing whatever he wants—it stops Baumann from disregarding the rights that his employees, as Union members, have. As most of you are aware, the company's constant scheme is to enrich the owners (and a few favorites) at the expense of the rest of you—by any means necessary.

We will continue our work at enforcing our Union contract, and, with your ever-growing participation, build on our successes so that your Union at Baumann can be as strong as possible. Remember, in less than 15 months we will be sitting down with Baumann to negotiate a new contract! And "we" includes the Local 1205 members at Baumann whom you will elect to the Bargaining Committee. (The Bargaining Committee election will take place next year.) Our contract demands will reflect your ideas and goals—taken from contract surveys we'll be sending out to the entire Baumann membership in 2014. The more we join together, united, the more we'll be bargaining from a position of strength to make the improvements each of you deserves.

Attached is a copy of the Consent Award signed by the company, the Union and the Arbitrator. It goes into effect on Monday, October 21, 2013. This Award is also a success for the Alert Coach Drivers, because Baumann has to stop his illegally imposed meal break policy there as well

If you have any questions about this Arbitrator's Consent Award, please do not hesitate to give me a call. And congratulations on this victory!

In solidarity,


Timothy Lynch, President