



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Contract Negotiations Update: 7

September 22, 2015

Dear Brothers and Sisters working for Baumann—

As you've likely heard, on Sunday, September 20, 2015, your two dozen Contract Negotiating Committee members and Shop Stewards unanimously rejected the Baumanns' latest contract offer—which they implied was their final offer. While the Baumanns have made some modest improvements over their previous “final offer” (of June), there are still many completely unacceptable provisions--provisions no responsible union would ever recommend to its membership.

We informed the Baumanns' chief lawyer that the Negotiating Committee unanimously rejected their offer, and we requested new meeting dates, including with the Federal Mediator. Baumann's lawyer then replied that they are prepared to continue negotiations, and have asked us to outline all the issues that still separate us. Each and every issue that separates us will be presented to them today.

If the company does not agree to those needed changes, we will call an emergency membership meeting in the very near future.

Brothers and Sisters, you have been exceedingly patient and have worked diligently in supporting what we are looking to achieve at the bargaining table: more dignified wages, respectful benefits and safer working conditions. These, and many more, are what every working person deserves. I know that as trained professionals you take great pride in the work you do, and that you've seen we are using every means we know to attain greater justice through the negotiating process. I know, too, you rightly feel that at a certain point—and that point is fast approaching—if fair compromises are not agreed to by the Baumanns, we'll have nothing else to do but withhold our labor and request that the community we proudly serve support us. No person who works should have to worry about paying bills, or go without health care.

(Over)

While the Mediator asked us to not give details as to what was going on in bargaining up until last Friday morning, I believe it is now appropriate and necessary to give you at least a few examples of what the Committee strongly objects to:

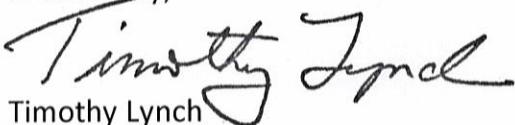
As you certainly know, we are looking for wage increases. While we've made some progress, Baumann is presently insisting on a one-year hourly wage freeze for all Drivers and Driver Assistants, and no retroactivity on anything else. We are looking to lower the employee cost of medical insurance. Again, while we've made some modest progress, we are not there yet, and Baumann is presently insisting on eliminating the current modest employer contributions towards spouse and family coverage. We are looking for safer working conditions. Baumann has refused to improve the dismal, dangerous conditions at his yards. You and I know, every working person should have respectful wages and benefits and the right to work in a safe environment.

One final important example for now (the draft contract proposal is presently over 100 pages): You know we've been looking to improve work rules and the manner in which employees are subject to discipline. We've made certain essential improvements, but there are a number of new things Bauman has inserted that could lead to immediate discharge or fines levied against you, or suspensions that, according to Baumann's proposals, the Union would not be able to challenge. These and a few other company demands, are completely unacceptable. We hope they will be resolved over the next few days or so.

I congratulate and respect each of you for your increasing pride and solidarity as we work to improve your Union contract. We are in the home stretch, and I promise we are doing everything we can to get you the best possible deal under the circumstances.

I plan to have a more detailed update to you in the very near future. And I certainly hope it will be an update in which the Negotiating Committee recommends you accept a new and improved contract. We're not there quite yet. But, if we remain vigilant and determined—and ready to withhold our labor if necessary—we will achieve the greater justice we've all been working towards!

In solidarity,


Timothy Lynch