

From Your Teamsters Local 1205 Shop Stewards at Baumann

Update on Some Victories—& a Note on Some Lies

We, your elected Shop Stewards, want to update you briefly on some important matters that have occurred since our Union Newsletter of a few months ago.

First, we'll outline just a dozen of the many grievance victories since the start of this school year. (We could easily list at least a dozen more!) Then we'll comment on some nonsense still being spread by a few company favorites. (You can call them rats if you prefer.)

Here are a dozen recent grievance victories, large and small:

1. A Northport Driver had a final warning removed from his file as a result of an arbitration settlement.
2. A Copiague Driver had an unjust discipline write-up removed from his file after the union intervened.
3. A Westhampton Driver contacted the union after she was continually not being paid for all her hours worked. After the union got involved, her package was reevaluated through Zonar and she's now being paid for all her time worked.
4. A number of employees (from Commack, Coram and Westbury) were denied their sign-on bonuses—but then received them only after the union grieved the matter on their behalf.
5. When a Three Village member let the union know she was being paid the lower transport rate while fueling her bus, the union investigated and learned the company was doing this to many members at several locations, all in violation of our contract. The matter was resolved so that all fueling of one's own bus is to be paid at the member's regular rate.
6. After the union intervened, many Drivers (including from Bethpage, Bohemia and Westbury) received full back-pay for unjustifiable suspensions.
7. A Farmingdale member was given back her Task Specific Cleaning work, after the union grieved its being unfairly taken from her.
8. Several members at Northport who did charters on Thanksgiving were given their holiday pay at the transport pay rate. After consulting with the union about their contractual right to holiday pay at their regular rate, they protested and were then paid correctly.
9. On learning that the Westbury and Bethpage yards were not posting charter work for seniority picks, the union grieved and had the situation resolved: all charters are now posted.
10. A Copiague member out on disability for six months came back to work but was paid as a new hire—until the union intervened and got the pay increased to the proper rate.
11. Many Mechanics and Maintenance Department employees were denied their contract-guaranteed boot and tool allowances, until the union got involved. And an arbitration settlement on behalf of more than a dozen mechanics (regarding their being misclassified) resulted in substantial wage increases. Several received increases of between \$3 and \$4 per hour.
12. At least two members (from Commack and Copiague) were reinstated after the union grieved their unjust terminations for preventable accidents.

Union Dues: The Best Investment Anyone Can Ever Make!

Since the time we voted on our contract, we have all gotten decent—guaranteed—wage increases when most Americans got nothing or pay cuts! Not only that—1205 has spent hundreds of thousands of dollars fighting for our rights. Our union has won many people their jobs back, and won many others back-pay totaling thousands of dollars.

As you can imagine, our union contract wouldn't mean anything if the union didn't have the finances to enforce it. That's what dues are for. And that's why a few Baumann favorites have been trying to undermine the power of the union. Their activities are part of a scheme by Baumann and his lawyers, who are angry that our union has the ability to keep enforcing our contract!

Let's Not Forget

When Baumann employees approached Teamsters Local 1205 in 2009 it was because we were tired of the many abuses we were suffering. And, after much research comparing many unions, it was clear Local 1205 could best stand up for us. Let's not forget:

- Before we won our union contract in 2010, we were not being paid for all hours worked (many of us were robbed of several hours per week).
- We were not able to bid on work according to seniority (favoritism ruled).
- Before we had our union, there were no guaranteed wage increases.
- The company had unaffordable medical plans, with limited choices, high deductibles, high co-pays.
- We were often told by management that if we didn't like the way things were done, we could quit.
- We knew the company hated unions. We knew they wanted to keep us from having an organized voice so they could maintain high profits by paying us as little as possible.
- We learned about Local 1205's dues structure and Defense Fund before we voted—and learned why it's so important to pay dues and have a Defense Fund. Not one of us *alone* could fight for what we deserve against millionaire owners.

For instance: for more than a year now, our union and its lawyers have been working hard on some very important matters which are going through a long and expensive arbitration process. These include what our daily/weekly guarantees should be, and what is the definition of "work time" for pay purposes to Driver Assistants. The possibility of victory in these cases alone would mean thousands of dollars more per year going to union members. The company clearly does not want us to win! It has used many tactics to delay justice. But our union has never let up in pursuing for us what's rightfully ours. And it never will.

We all know: if it were up to the company every one of us would be earning less per hour, have lower guarantees, no seniority rights, higher medical premiums (and higher co-payments), and less paid time off! And if the union didn't have the financial resources to enforce the contract, *that is what could happen!*

In the past year and a half our union has successfully challenged hundreds of unjust actions of our employer—hundreds of grievances have been filed; many cases have gone to arbitration; and there have been lots of Unfair Labor Practices filed against the company for violating our rights—all forcing the company to live up to the contract, a contract they have been trying to run away from since the minute they signed it!

Be very clear: the few company-backed favorites who fought against our unionizing—and failed—are still fuming. They are mad because many of the special pay-offs they got were lost when we won our contract. And as important as anything: these favorites couldn't keep looking down on the rest of us. Now they're pretending to have your interests at heart when they lie about our union and pretend everything was wonderful in the past. They're really wolves in sheep's clothing, doing the bidding of the company.

If you are approached by any of these company pets, tell them that you—and we—don't intend to be taken in by their tricks. Tell them we're going to stick together as a union to protect the contract benefits we've won, and to improve our working conditions now and in the future!

In solidarity,

Your Teamsters Local 1205 Shop Stewards

P. S. Many of our members have expressed appreciation of the fact that we have a vastly improved medical plan—provided through Local 1205—a plan far better than the plans offered before the union!

Also, it's great news that many of our members have received FREE CDL Training from Teamsters Local 1205, allowing them to get their Class A or B licenses—a membership benefit worth thousands of dollars!

P. P. S. If you didn't receive earlier Newsletters, or any other of the many Union Updates, they all can be found on our Teamsters Local 1205 website: www.teamsterslocal1205.org PLEASE STAY INFORMED!

Come to our membership meetings!—learn about the exciting things happening at 1205. You'll also have a great time and you'll help strengthen your union!