



# TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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To: All Local 1205 members working for Baumann & Sons Buses

From: The Staff of Local 1205 representing Baumann employees

Date: September 30, 2011

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## ***Baumann's Declared War on Workers—& the Reason for It***

First, we're very glad to have received many calls in recent days, calls expressing appreciation and encouragement as together we continue our mission to obtain greater justice for all who work for Baumann Buses. And we're glad to keep receiving your enthusiastic comments on our Fall Newsletter. Here is an update on Baumann's continued and intensified attack, which is taking place because of our successes.

As most of you know, we've filed for arbitration regarding many grievances. The Baumanns have been working feverishly to delay arbitration hearing dates. THEY DON'T WANT YOU TO HAVE YOUR DAY IN COURT. But the fact is: they can't delay justice forever. Here is a partial list of cases:

- Failure to pay certain employees their bid package guarantees
- Failure to pay certain employees their earned sick days
- Failure to pay certain employees their earned vacation days
- Failure to pay certain employees their earned holiday pay
- Unjust suspension of, and final warning to, a Driver who refused a charter
- Unjust suspension of a Driver who allowed a school district employee on her bus
- Failure to pay certain Mechanics at their proper classification wage rate
- Failure to pay the company portion of the medical plan contributions to certain employees who didn't work during the summer
- Failure to pay the cost of group life insurance on behalf of union members
- Failure to pay proper wages to certain Mechanics who obtained their CDLs and/or have worked in the classification of Lead Man
- Failure to pay all "work time"
- Failure to pay certain employees a "39-Week Guarantee"
- Failure to pay certain Spare Drivers who do charters their Spare Package

On the Guarantee cases alone—if we succeed Baumann will have to pay employees many millions of dollars: thousands of dollars more per employee over the life of our contract than the company wants to pay! No more cheating every DA out of 15 minutes a day. No more cutting the guarantee if a student is absent, or if a school is closed during the school year. We can't promise you that every arbitrator will rule on our behalf in every case, but we can promise you that we're doing everything we can to win.

### **This Is Why the Company Is Plotting to Have You Turn Against the Union**

In June 2011 we informed you that one of Baumann's highly paid union-hating lawyers stated to President Lynch that the company would do everything in its power to stop the union in our determination to get you what you deserve. As a means of pressuring us to sell you out and accept inferior hours and working conditions, he stated that the company would try to out-spend the union. This lawyer said the Baumanns would use their money to try to "humiliate" the union in the eyes of the employees! The same legal schemer idiotically stated that if the union wouldn't go along with the company wishes, they'd conspire to have workers turn against the union! He also told one of Local 1205's attorneys a few weeks ago that—because the union continues to pursue certain grievances which affect over 1,400 of our members—the company views our aggressively representing our members "as a declaration of war."

Remember, brothers and sisters, we're fighting to get millions of dollars more in wages—not thousands, not hundreds of thousands—millions. THAT IS WHY THE BAUMANNS WANT YOU TO HATE THE UNION. Meanwhile, the company can well afford to pay those millions!

### **Other Examples of Threats**

A few more examples of the company threats: Because the union has refused to withdraw our Unfair Labor Practices charges (ULP) against Baumann at the Labor Board, the same legal bully said to President Lynch, in writing: "I can bury you..." and "Ron... is having us ready the counterattack."

This reckless lawyer had the nerve to call—in writing—the government investigators who issued the Federal Complaint against Baumann Buses for its illegal, bad faith bargaining: "patsies." After two company-requested postponements, a trial regarding that government complaint against Baumann Buses is now finally scheduled for October 12. No more delays are allowed. And we're filing a number of other NLRB charges against Baumann for violating labor law. We will not rest until the company lives up to the law, and the terms of our contract. Baumann's money may sometimes delay justice, but cannot stop it.

### **What More to Expect from Baumann**

As many of you are beginning to see, the company threats of a "counterattack" are materializing. The company is attempting to discourage each of you from exercising your union rights. They do this mostly through their few select "favorites," who are attempting to spread lies about the union in an effort to turn workers against each other. In other instances, the company and/or "favorites" will try to flatter you, in their ridiculous and mind-insulting hope that you'll prefer being exploited by the boss to being represented by the union.

The company will also attempt to frustrate your rights by filing many bogus charges against the union. This is part of a scheme to tie us up in court. They will increase the lies, to have you doubt who we are.

But the very good news is: Though the company wants you to be stupid so it can fool you, Local 1205 members have the intelligence not to be taken in by lies, or intimidated by bully tactics. We won't run from Baumann's declared war on his employees. In other words, we won't let Baumann's hunger for profit and power win out over respect for each of you.

### **Your Dues Money Is Hard at Work**

As you can imagine, ULPs, grievances, arbitrations, and union lawyers cost many thousands of dollars, and these are just some of the ways your dues dollars are working to get you what is rightfully yours. As you know, no one person could afford to pursue a court case against Baumann, but our power—together—puts us on a more equal footing with these multi-millionaires. And no matter how much the Baumanns spend at attempting to delay and frustrate the legal system, eventually, justice will prevail. While we can't guarantee we'll win every case, we can tell you: Local 1205 and our International Union will pursue justice for every union employee to the best of our ability and never back down when we think your rights are being violated!

We know it's fair to say: If the Baumanns were more interested in cleaning buses, respecting employees, and abiding by the law, they would have a more successful company!

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*P.S.* Stay informed, watch out for the "nice-guy" approach from the few company "favorites." Remember, their purpose is to destroy what we're building, and gain back for themselves the perks these lackeys had in the past—at the expense of everyone else!