



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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A Brief Update: Recent Victories for Employees at Baumann Buses Because of Teamsters Local 1205

Greetings Brothers and Sisters,

Since our last Update, Local 1205 has filed and won dozens of grievances for Baumann employees. We got people's jobs back. We got people money that was denied them by the company. And much more. Here are a few examples:

1. The company routinely denies people unemployment insurance unfairly when they are not working during recess weeks or in the summer. However, when members have asked the Union for assistance, we have succeeded in getting them the unemployment benefits that are rightfully theirs!
2. The company—again, as a matter of *routine!*—unfairly denies many people payment for their earned sick days. However, when members have asked the Union to get involved, we have succeeded in getting employees the payment that's rightfully theirs!
3. Many employees are *routinely* fired for bogus reasons. However, when the Union has gotten involved, presented the true facts in such cases, *and threatened the company with legal action*—we've saved many, many jobs!
4. The company often unfairly denies new employees their sign-on bonus. And to "justify" this unfair denial, the company inaccurately claims the employee did something wrong! However, again and again, *only because of the intervention of the Union*, the matter didn't stop there: members received the bonus the company had denied them!
5. Often the company unjustly disciplines employees for what Baumann labels excessive absenteeism or latenesses. However, when members come to the Union, we get involved and demand that all the facts be respected—and we've succeeded in getting warning letters removed from Union members' personnel file!

—over—

6. Often Baumann finds some ridiculous reason for not paying employees their minimum daily guarantees. When members have brought such instances to the Union's attention, again and again we've gotten the matter resolved with back pay!

[*Note.* The minimum and package guarantee arbitration Consent Award of last summer, in which \$150,000 in back pay was awarded to our members, spells out the way in which guarantees must be paid. However, Baumann has been consistently violating the terms of that legal agreement! A formal hearing is scheduled for later this month, at which the arbitrator will review the company's violations.]

Along with winning grievances, like those above, for our members week after week, we've submitted many cases for arbitration—from unfair firings, to unjust suspensions, to excessive discipline for minor infractions. In each instance, Local 1205 keeps going until we receive justice for our members.

The Company's Desperate & Malicious Schemes

What shouldn't surprise you is: The company is still dreaming of returning to the dark ages, scheming to bring you back there with them, when they did whatever they wanted to employees. They want to go back to the days of cheating hundreds of employees every week with deliberate pay shortages, and having many employees work off the clock on a daily basis. They want to return to the time when they could get away with denying employees earned vacation days, paid holidays, paid sick days, for bogus reasons! In those days, you had no recourse—and they loved that. Now, because you are part of a strong Union, the company cannot get away with such things. The Baumanns are still very angry that—because of our contract—they have to respect your rights. So they continue to scheme for new ways to rob you of those hard-earned rights.

Typical of rich owners, the Baumanns underestimate the intelligence of their employees. They don't want to believe you are smart enough to see through their tricks. They want you to be taken in by the few company favorites they send out occasionally, who pretend they and the Baumanns have your interests at heart. These favorites are wolves in sheep's clothing. What they, like the company, are really after is making you think that the bad old days without a strong Union were somehow wonderful old times, when everyone just loved working for the generous Baumann family! Let's not forget the mere 15 cent annual wage increases you sometimes received; the years of only four hours minimum daily pay; the years of no seniority rights for bidding work! (Remember, often the persons who gave the nicest "gifts" to the managers got the best runs!)

United, We'll Keep Winning

There's much more to say, but for now: Let's make sure we respect each other more and more and stick together as never before! As a united force, nothing can stop us from protecting our rights and gaining more economic dignity and power. When we sit down to negotiate our next contract, we will be negotiating from a greater than ever position of strength!

In solidarity,

Timothy Lynch
President, Teamsters Local 1205