

# Teamsters Local 1205

## NEWSLETTER

For Baumann, Acme, Brookset and Alert Workers • Fall 2010

### *From the President*

Greetings, brothers and sisters! I'm very glad to write to you in this early time in your Local 1205 membership, as Baumann employees are experiencing the importance, and increasingly seeing the value, of being in our Union. In this newsletter, your elected Shop Stewards will speak about some of our first contract success stories.

The final, signed version of our contract has been sent to the printers and every member will soon receive a copy. A successful change I'll point to particularly is that we were able to get a lump sum payment made to every driver and DA who worked over the summer. It amounts to over \$41 for each month—July and August—totaling \$90,000 divided by about 1,100 employees. (We were able to accomplish this by allowing a slightly lower hiring rate for future probationary drivers and DAs.) We also did not bill for dues for the month of July.

While every member is receiving respectful wage increases in this first year and will every year of the contract, over 300 drivers and DAs (former “package 2” employees) are

also receiving, for the first time, paid holidays, paid sick days, paid vacation days. These new days total, on average, over \$2,000 added to their annual income! Plus: depending on their time with the company, up to 10 paid vacation days were made *immediately available* to them.

Retroactive to March 1, 2010, all mechanics and maintenance employees received their first annual contract wage increase. Historically, this department's increases were paid twice a year. Now all these employees will receive all of their annual increases in March, not split in half—thereby increasing their income on this matter alone by hundreds of dollars per year! All regular employees in these departments have received their first ever boot allowance (to be paid annually); many are eligible for an annual tool allowance. Together, these changes amount to a lot more money a year per person. Many of the lowest paid employees in this department

received increases of between \$2 and \$4 per hour, retroactively. And we have pending several grievances in this department—including for some employees who never received a \$1 per hour



Shop Steward & Activist Educational Training in August

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**From the President** (continued from page 1)

increase for having gotten their CDL after they were hired by the company; for the few lead/foremen who have not received the \$1 per hour premium; and for mechanics who think they should be reclassified.

**Health Insurance**

In 2009, before the workers voted for Local 1205, Baumann's average annual contribution to its insurance programs was about 40% of the premiums. In January 2010, during our negotiations and just before the company's open enrollment period, we persuaded the employer to pay the full amount of the more than 10% insurance cost increases. While medical premiums are increasing obscenely all across America—because of the Union this was the first year in anyone's memory that there wasn't an increase in the cost to Baumann employees! During the next open enrollment, in February, the employer's percentage contribution will go up. And our contract calls for the employer's contributing to a Teamsters Local 1205 Plan. (A Local 1205 Plan is currently being built for Baumann workers and will be made available to you to review prior to the enrollment period.) The amount Baumann will have to contribute to the medical plans depends on how many employees choose to participate, but the company certainly will pay much more than it currently does.

**Minimum Guarantees**

Every minimum guarantee has been increased by one half hour a day. While many employees' packages exceed the minimum guarantee, historically hundreds received only the lower minimums. Now, by adding 2½ hours more per week, *before we even add in the wage increases* those persons' income will move up by between \$1,000 and \$2,000 per year!

Before the Union contract—and this may come as a surprise to many—hundreds of Van Drivers (home vehicles or not), and DAs were not paid from the time their work day started, nor to the time their work day ended: many were not “on the clock” until the first client pick-up and were “off the clock” after the last client was dropped off. That unjust practice is now a thing of the past. From the first day of the contract on, everyone is to be paid for all hours worked. That includes Home Drivers, from the moment they begin their pre-trip, and Home DAs, from the moment they are picked up. Our contract clearly states when the paid work time starts and ends. This alone will provide many employees with thousands of dollars more yearly.

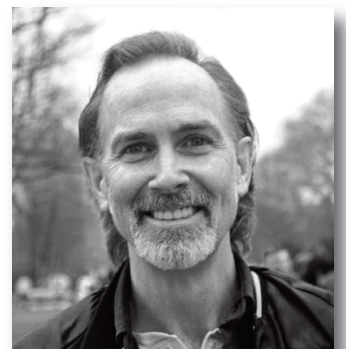
Everyone knows the U.S. economy is in horrible shape. Most Americans' wages are getting lower and lower. And increasingly, workers are at the mercy of bosses—they feel they can't object to anything or stand up for themselves, for fear they'll be fired. People have commented on how amazing our Baumann contract is at this time in America: guaranteed annual increases!; guaranteed rights!

Along with the improvements spoken of in this newsletter there are many others, all to be proud of; but we at Local 1205 want to work with you in coming together for even greater fairness. It's only if the employer sees that we won't let him divide us—that we are absolutely united on the matters of respect and dignity—that we'll gain more and more the economic justice everyone deserves!

In solidarity,

*Timothy Lynch*

President



# Where We Were and Where We Are:

## ***“This Never Happened Before”***

**ED ROE**, Shop Steward in Commack, spoke about one of the changes he says people are most grateful for: “Extra work is now posted so that people know about it, and can get it on a fair, seniority basis. In the past it was all “under the table”—always given to a certain favored group of people. Now people can see what is available and have the opportunity to pick what they want according to their seniority. I’ve worked for the company a total 13 years, and this never happened before.”

As to the general mood in the first weeks of school, Ed proudly stated: “Things are going very well. And if what’s going on can make me happy, it can make anybody happy!”



## ***“The Union Stands Up for Us”***

**MARTHA SWIATKOWSKI**, Shop Steward at Westbury, says: “People have a voice now. They can’t simply be fired or taken off their run. They are coming to their Shop Stewards and matters are really being addressed. They see the Union stands up for them. And people are thrilled that they are getting paid for their pre- and post-trips and fueling. So many never got it before! They now see that they don’t have to be afraid to come forward. That never happened at Baumann Bus: you got what you got and were afraid to speak out. The fact that the Union is here is the best thing that ever happened to us.”



## ***“This Added Thousands of Dollars to Our Income”***

Bohemia Shop Steward **SEBRINA BUGIADA** says: “Being able to collect unemployment insurance during the summer was an extremely big victory. In all previous summers, many employees who had to stay home, maybe because they had no sitter for their kids, were never allowed to collect. But this year many, many of us were able to collect unemployment because our contract states that less senior employees are given the work if more senior employees decline. This added thousands of dollars to our income—before we even talk about our decent wage increases. Also, for the first time (and this is no small thing), those who didn’t work in the summer were eligible to be paid for Labor Day. Previously, most of us at the Bohemia yard never got paid for that holiday! This year, after the Union enforced our contract, we got it.”



## ***“A Union We Can Count On”***

**CARL BRITT**, Shop Steward at the Farmingdale yard, says: “We’ve accomplished a lot. It’s a very confident feeling that we now have a Union we can count on. In the first week of our contract—in my yard alone—we got two people their jobs back! Before the Union, just about every week there were complaints about shortages in pay. Now there are no pay shortage complaints. My co-workers and I are very pleased.”



## ***“A Very Important Part of Our Contract—Seniority”***

**FRANCISCO DELEMO**, Shop Steward at Bethpage, says: “Before the Union contract, if a layoff occurred, they could lay off whoever they didn’t like, including those higher paid. An important part of our contract is that work is distributed by seniority. For instance, before the Union, when there were picks, a lot of the good runs were already off the table—they went to the favorites, and we couldn’t do anything about it. This time, we made sure all the picks were done by seniority. Now, because of the Union, things can be done fairly; things can be done right!”



# : Our Shop Stewards Comment!

## ***“We’re Seeing a Lot of Positive Changes”***

**JOHN BAEZ**, Shop Steward at Northport, commented first on the elimination of the old package 2: “Now, with paid holidays and sick days and already accrued vacation time, these employees are clearly way ahead. That, plus the September increase and additional 2½ hour guarantee—we won a lot. And the fact that the Union was able to negotiate a bonus for those who worked this summer—totaling \$90,000—was big. They say the wheels of justice turn slow—but here at Baumann they are *turning* and we’re seeing a lot of positive changes. For instance, we’ve grieved many issues already and were able to get the company to correct the problems. In the past, without the Union, it was management’s way or no way. That is finally not the case anymore!”



## ***“All Work Time Is Now Paid!”***

**DIANE GORDON** is the Shop Steward at Three Village. She says: “We’re very glad to have gotten the raise, the added daily guarantees, the better holiday pay language and vacation time. Being a steward is a new experience for me. I’m here to represent every person, and I’m glad to be learning. I was explaining to people how all work time is now paid! I’m looking forward to the future.”



## ***“Now Management Has to Listen”***

**JOE WILLIAMS**, the Shop Steward at Coram, is a retired Teamster from NYC Sanitation and knows what it means to be in a strong Union and organize for greater justice. He says: “People are more and more impressed with what’s happening. They feel they can trust in their Shop Stewards, and that because of the Union they will get a fair shake. They are very glad for the raise and the seniority rights, making for more hours for many people. Home DAs are finally getting their seniority rights. We all, finally, have a means for a united voice and now management has to listen. The difference is like night and day.”



## ***“Wow! ... & It’s Going to Get Better Still”***

**THERESA MARTIN**, Shop Steward in West Hampton, says: “I was very appreciative of the all-day Shop Steward training that was given. I learned a lot. I didn’t know so many of the rights we have. —At our yard, we had a different, lower pay scale than the rest of the company. But with our new contract most of the drivers received about a \$4 per hour increase! I felt, ‘Wow! We can live with that!’ People are seeing that this is the sun after the storm. And it’s going to get better still. People need to see that we have to work together—everyone getting involved and participating.”



## ***“People Are Seeing Big Changes!”***

**PETE PAOLELLA**, Shop Steward at Copiague, spoke of the many improvements people there are seeing because of the Union. One is that charter work is no longer given out on the basis of favoritism. He said: “There are guys getting charters who never got them before.” He continued: “When there are differences, including among the workers, they are now glad there is recourse. They finally have a place to go. For instance, we’re getting a lot of people paid on pay discrepancies: now it is often resolved with one phone call. Also—when we explained that the Union was able to negotiate the \$90,000 bonus for summer workers, they were in disbelief. It was great thing!”

Pete said he really liked attending his first Local 1205 general membership meeting: “It was great. I was impressed. As grievances were discussed, everybody was hearing from everybody; everything was right out there on the floor, not behind closed doors. —People are seeing big changes!”



## OFFICIAL NOTICE – TEAMSTERS LOCAL 1205 NOTICE OF NOMINATION MEETING

A Special Membership Meeting of Local 1205 will be held for the purpose of nominating candidates for the President, Vice President, Secretary-Treasurer, Recording Secretary and three Trustees of Local 1205, IBT. The terms of office for these officers will begin on January 1, 2011 and end on December 31, 2013. The meeting will be held on:

**Date:** Wednesday, October 27, 2010  
**Time:** 7:00 p.m.  
**Place:** Knights of Columbus  
1 Morton Street  
Farmingdale, NY 11735

Nominations must be made and seconded at the nomination meeting by a member in good standing other than the nominee. A member unable to attend may nominate or second a nomination in writing. A member must accept his/her nomination at the meeting or, if unable to attend, in writing. Any such written and signed nominations, seconds and acceptances must be received by the Secretary-Treasurer or the Independent Election Supervisor before the start of the nomination meeting. No member may accept nomination for more than one position. To nominate or second a candidate or otherwise participate in the nomination meeting, a member must have his/her dues paid up through the month of September 2010 and must be an active member on the day of the nomination meeting. Dues and arrearages must be paid by 4:00 p.m. on October 27 at Local 1205, 246 Conklin Street, Farmingdale, NY. *Prospective nominees are advised to verify, in advance of the nomination meeting, the eligibility of their nominators and seconders.*

To be eligible to be elected for any office in Local 1205, a member must be in continuous good standing in Local 1205 and actively employed in a craft within the jurisdiction of Local 1205 for a period of 24 consecutive months prior to October, 2010 and must be eligible to hold office if elected. This requirement includes the timely payment of dues for the 24 month period with no interruption in active membership in Local 1205 because of suspension, expulsions, withdrawals, transfers or failure to pay fines or assessments. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election. *Prospective nominees are advised to verify their eligibility in advance of the nomination meeting.*

A member on dues check off will not lose good standing as a result of a delay or default in the employer's transmittal of dues to the Local Union or because of an employer's failure to make the proper deductions in any month in which the member has earnings from which deductions could have been made.

Candidates shall have the right to campaign and appear on the ballot as members of a slate. The election rules presented above are those set forth in the Local 1205 Bylaws and the International Constitution, which are available at the Union office upon request. The entire nomination and election process will be supervised by an Independent Election Supervisor whose name and telephone number appear below.

Barbara C. Deinhardt, Esq.                      917-763-0906 (phone)  
Independent Election Supervisor            718-855-2933 (fax)  
52 Third Street  
Brooklyn, NY 11231



Teamsters Local 1205  
246 Conklin Street  
Farmingdale, NY 11735  
(516) 501-1205  
[www.teamsterslocal1205.org](http://www.teamsterslocal1205.org)

## *What's Inside:*

Update from the President • Comments by Shop Stewards • Notice of Nomination Meeting



***Baumann  
Teamsters  
in Solidarity!***



### **Local 1205 Executive Board**

Timothy Lynch, *President*

Edward Williams, *Secretary-Treasurer*     Robert Christian, *Trustee*

Morgan Jamison, *Vice President*     Andrew Gallo, *Trustee*

Susan Roth, *Recording Secretary*     Nelson Nuñez, *Trustee*