



TEAMSTERS LOCAL UNION NO. 1205

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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March 2010

Dear Brothers and Sisters working for the Baumann bus companies,

I'm glad to update you about the very exciting and tremendously important matter of what's happening as we negotiate your first union contract!

We said before the great election victory that the fight for a contract is even more important than the election itself, and that the company would continue its selfish effort to deny you the economic justice you deserve. After the vote count, we made it clear to the company that we were prepared to negotiate throughout the winter and into the beginning of the spring. We told them we were available days, nights and weekends. The company—as expected—delayed for weeks. However, in February this union, with our elected negotiating committee, sat down with the company and began the negotiating process. For the first time, Baumann management had to really listen to the concerns of their workforce! We presented a 35-page contract proposal based on the results of the contract bargaining survey that we sent to everyone in November.

Attached, for your information, is a summary of the contract survey results. Our proposals directly address those survey results and include higher wages, employer-paid benefits, seniority, higher minimum guarantees, and much, much more!

Ronnie and Connie Baumann know that every month in which they don't have a union contract is a month in which they don't have to pay hundreds of thousands of dollars in higher wages and better benefits. We made it clear to the company that while they can foolishly continue to delay the inevitable, we will be putting their contract offer to an employee vote no later than May 1st.

We knew that if we didn't give them a deadline, they'd drag the negotiations through the next school year! Everyone knows: the Baumanns aren't simply going to give us a fair contract out of a desire to be just—they'll respectfully respond to our fair demands **only** if they know the employees will fight for what is right. And while we can hope for the best, we must continue to organize for victory. The Baumanns not only hope the majority **won't** stick together, but are eager to see us fighting among ourselves. It's only when they see the workers ready to stand together and exercise our power to achieve justice, that a contract victory will take place.

As of today, we've had 5 negotiating sessions and have several more scheduled.

Everyone has a crucial role in making this contract come to be—it's exciting, and it's so necessary for you to support your negotiation committee. If we grow in our conviction and increase our united strength, we will achieve a union contract that can make everyone proud!

In solidarity,

Timothy Lynch, President