

BARGAINING SURVEY RESULTS:

OUR PRIORITIES FOR CHANGE

Here are the results of an analysis of the bargaining surveys that have been collected. Teamsters Local 1205 has been working closely with the elected negotiating committee to further identify priorities for how we want to improve our jobs.

These are the workplace improvement priorities that a majority of our co-workers said were **VERY IMPORTANT**:

Top 10 Priorities for Improvement	
WAGES	89%
SENIORITY	88%
HEALTH CARE BENEFITS	87%
SAFETY	85%
RESPECT FROM MANAGEMENT	83%
WORKING CONDITIONS	82%
PAID TIME OFF	81%
FAVORITISM	80%
PENSION PLAN	77%
CHARTER PAY	75%

Baumann Workers are Dissatisfied with the Company's Health Benefits.

Of those surveyed who pay for Baumann's health benefits, only 10 percent say they are satisfied with those benefits:

*"Our medical insurance costs me way too much money per week.
Plus the co-pays and prescriptions are outrageous!"*

"I can't afford Baumann's healthcare plan so I don't have any insurance."

*"Medical premiums are too high, deductibles are too high.
I can only afford medical care when absolutely necessary."*

"My hours were cut so much that I had to drop the medical plan."

Baumann Workers Forgo Needed Medical Treatment:

37 percent of respondents who take Baumann's medical insurance have forgone needed medical treatment because it would be too costly:

"I have pain in my right side every day and night. I can't afford to get treatment from a specialist. So I suffer."

"I haven't been able to fill prescriptions because the cost would be too much."

"I had to forgo a doctor's order to stay home for a week so I wouldn't lose my run."

"I have had to stop taking medicine I need that is not available as a generic prescription."

"I am not satisfied with Baumann's medical plan. I had to go to the hospital and am still paying off the \$1,000 deductible."

"I postponed my colonoscopy because of the high cost."

Respect

More than 83 percent of survey respondents said that they are not treated with respect by Baumann management:

"The company doesn't even go by their own handbook. Rules change every day – no memo stating the changes."

"Supervisors need to learn how to listen—and learn not to embarrass a person with a nasty tone."

"Baumann's attitude is if you don't like it LEAVE. They mistakenly think we are easily replaced."

"I feel that everyone needs to be treated fair. We shouldn't feel worried or scared to go near our boss when we have a problem or a question to ask. We should feel comfortable and happy to talk to our boss."

"Workers should be able to report violations and have something done about it – without fear of retaliation!"

"They should listen to the workers when they have a problem and try to help out."

Working Conditions

“Clean up the yards and buses! It should be a nice work environment for employees!”

“When a student brings a complaint and the driver is decertified, we need backup for our voice to be heard.”

“Baumann should give us adequate breakrooms, parking and bathrooms.”

“The company should back you up when there is a problem at a school or with a parent.”

“We need newer buses that don’t rain inside when it is raining outside!”

Wages

89 percent of survey respondents say that wages are a very important issue to them:

“Pay the people what they work for, and stop shortchanging them!”

“Why are we paid so much less than so many other bus company employees on LI?”

“Some of my co-workers are paid so little, they have no electricity in their homes—they can’t afford to pay the bill!”

“We need fair wages!”

“Baumann should start paying workers for attending mandatory DOT safety classes and medical appointments.”

“Pay us properly without us feeling like we are begging for the money we earned.”

“We should be getting paid whenever called into the yard for any reason: vehicle maintenance, signing papers, mandatory drug testing, annual physical, safety courses, etc.”

Seniority/Favoritism

88 percent of respondents said that seniority was a very important issue at Baumann:

“Favoritism has to stop. Extra work should be given out by seniority.”

“When I told them months in advance that I needed a week off they threatened that I would lose my seniority if I took it.”

“Baumann needs to cut the favoritism. We are all equal and we should all be treated the same.”

“One set of rules for ALL drivers.”

Safety

85 percent of you said that safety was a very important issue at Baumann. 95 percent of you said that workers should be able to refuse to take an unsafe bus out of the yard:

“They should make sure that our buses are safe to drive. Their buses should be retired when they’re 10 years old. We carry precious cargo – let’s do everything we can to keep them safe!”

“Radios on buses to communicate with dispatch must be working. The radio is a safety device – if the radio is broken, the bus should not go on the road.”

“Baumann needs to give me the training I need to take care of the children properly without anyone getting hurt.”

Mechanics and Maintenance

Baumann mechanics and maintenance employees work hard to keep the buses and facilities running and have many of the same concerns as other employees:

“The garage we work in needs major help. It is an unsafe place to work in.”

“The air conditioners on the buses are not always repaired properly so they fail constantly and cause us to lose contracts in the summer.”

“As a mechanic I want safety in the workroom and the necessary tools available to me to do the job. The age of many of the buses is over 10 years old and they don’t get new replacement parts when they are needed.”

“I want to make sure I fix a vehicle and make sure that it is safe. I should be able to replace old parts with new ones.”

“Mechanics should have work gloves and rags, a tool allowance for the tools we replace each year, and cold water for the summer months.”

**THROUGH EVER-INCREASING SOLIDARITY WE’LL GET - IN A CONTRACT -THE
GREATER JUSTICE WE’VE BEEN WORKING FOR!**



**Drive Up
Standards**
School Bus and Transit Workers United

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