

# Co-Workers' Guide to the Truth!

**BAUMANN'S HIGHLY PAID "PERSUADERS" ARE OUTHRIGHT LYING!**

*These con artists have been and will be consistently lying to us. Here are 6 quick responses to 6 of the lies we're hearing most about:*

**LIE # 1: "Baumann doesn't have to negotiate with the union."**

## ***The Truth Is:***

Any employer whose employees vote for a union is legally required to negotiate! And it is **illegal for the employer to even say he won't negotiate.**

Baumann certainly **doesn't want** to negotiate, but the LAW says he must!

The Teamsters and Teamsters Local 1205 have very successful records in negotiating great improvements for workers. For example, Local 1205 has been able to obtain great wages and excellent, free health care benefits for its members, including First Student workers here on Long Island.

The bottom line is union workers make on average at least 30% more than their non-union counterparts, according to US Department of Labor data—this proves that having a union and bargaining works.

**LIE # 2: " Shop Stewards are picked by the Local Union."**

## ***The Truth Is:***

All our shop stewards will be voted in by **us**—the workers at Baumann, Acme, Brookset and Alert. This is how ALL shop stewards become shop stewards at Local 1205. A shop steward is one of us who we vote in to fight for us and our issues. This individual will receive solid training from the Teamsters and will be supported by a Teamster business agent, the Local, the Teamsters Joint Council and the International Union—which has an extensive amount of resources that help school bus worker members.

**LIE # 3: "You can't vote for the union and be a union member if you are not a citizen."**

## ***The Truth Is:***

Any person employed by Baumann in the jobs we do has a legal, protected right to vote! You do NOT need to be a US citizen to vote in a union election! This is clear in the law. The Teamsters welcome all of us into the union. It is vicious and ugly that the company is purposefully lying to workers about this issue.

**LIE # 4: "The Teamsters Local 1205 bylaws prohibit noncitizens from being a part of the Local."**

## ***The Truth Is:***

This is a blatant lie. Teamsters Local 1205 welcomes all workers, regardless of their citizenship status, to become part of the proud and diverse Teamster membership. These con artists are trying deliberately to mislead us by showing us bylaws from 1959—not the current progressive bylaws. The proper bylaws are available for voters to see by visiting the office of Local 1205. Please call the local if you are interested in reviewing the bylaws. All voters are welcome!

**LIE # 5: "The Teamsters Constitution and Bylaws take away your rights!"**

## ***The Truth Is:***

Most organizations have a constitution and bylaws. The Teamster Constitution and Bylaws provide for open, democratic procedures which are written to protect members' rights. Teamster members vote on them in a completely democratic way! Baumann's highly-paid consultants are taking provisions in these documents out of context and distorting them. The Teamster Constitution and Bylaws are completely open documents. Just give Teamsters Local 1205 a call and they will let you see them for yourselves!

**LIE # 6: "Baumann will close and reopen under another name if we vote to become Teamsters."**

## ***The Truth Is:***

It is illegal to engage in such a scheme and illegal to threaten to do so. Baumann will NOT close if we vote to join the Teamsters. The company has contracts with local school districts and would be liable if it tried to close down and not perform its obligations under these contracts. No employer walks away from more than 100 million dollars in school contracts! And if he changes his name, the law says he still has to negotiate with the union! The company's threat to close is illegal.

**Contact Teamsters Local 1205  
at 516-501-1205, ext. 30 or go to  
[www.schoolbusworkersunited.org](http://www.schoolbusworkersunited.org)  
for more information.**