

*Baumann, Acme,  
Brookset and Alert Workers*

**NEWSLETTER #2**  
**14 days until our Teamster election!**

# NEWSLETTER

— — — — — **Countdown to Our Election!** — — — — —

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## ***What Are YOUR Priorities?***

Through all of us working together, we are going to win our election and make positive changes in our jobs. We plan to prepare for bargaining **IMMEDIATELY** after our victory. To do so we need to know what everyone's priorities are. What changes do **YOU** want to see at work? Please complete the bargaining survey you received in the mail. If you didn't get a copy of it, please call Local 1205 or ask an organizing committee member to get you one. Once completed, send in your survey to Local 1205 or give it to an organizing committee member or organizer. **WE CAN AND WILL MAKE POSITIVE IMPROVEMENTS TO OUR PAY AND BENEFITS, END FAVORITISM, END PAY SHORTING AND MORE!**



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

***Vote Teamsters "YES"  
on November 20!***



## **Our United Diversity Is Our Strength!**

The purpose of this issue of our newsletter is for Baumann/Acme/Brookset/Alert employees to become better acquainted with Teamsters Local 1205. You'll read statements from eight members who represent a diverse cross-section of Local 1205. They speak with pride about what they've achieved. Each reports from his or her perspective on the unity and effectiveness of their local. And that united diversity will be part of our strength!

You'll find what's included in this newsletter thrilling. We can't wait to be part of this great Teamsters local!



**Make Your Voice Heard!**

**On November 20, VOTE TEAMSTERS YES!**

In Solidarity,  
**Your Baumann, Acme, Brookset and Alert  
Workers Organizing Committee**



## A Note From the President

Dear Brothers and Sisters,

I'm very happy to have met many of you and honored to talk with you about your hopes, your wanting to make a better life for yourselves and your families. Most of you know the junk you're hearing from Baumann's hired deceivers is to keep you away from your issues of better pay, better benefits, job seniority and more. The central purpose of the so-called "management consultants" is to have you see unions as evil and therefore question your best judgment. It's very clever, and also cruel.

But we're sure that the more you know the facts about us and see through the abundant lies—including the very funny one that you're better off standing alone, against the power of a wealthy boss—you'll make the wise choice of joining with your co-workers in forming your union!

As the people speaking in this newsletter make clear—when workers join together, there's a power greater than any power had by an individual. And that's what your employer is most afraid of.

Every member of Local 1205 knows that they have a voice in the affairs of this union through membership vote. I'm grateful to say it was 10 years ago that I was elected for the first time to serve as President. In 1999 we implemented strong, democratic by-laws and policies, which include our annual shop steward elections and our local officer elections every three years.

Together we've created contracts that have some of the best wages, best job protection language, and definitely one of the best medical benefit plans in the country! With many workers all over America having medical benefits taken away, or huge deductibles being added, it's remarkable that we've made many improvements to our medical plan in every year! Our Local 1205 medical plan has more than \$24 million in reserves!

## We Welcome You to Our Home!

As we report at our monthly membership meetings, the financial state of our local is the healthiest it has ever been. In 2002, the membership approved the purchase of our own building in Farmingdale. Our home is in a friendly community setting and provides plenty of space for our needs. Our offices are used for negotiations, arbitrations, strategy sessions and more. Many of you have been to our offices for organizing meetings. We always welcome visits from members and friends, including those who just want to stop by and say hello to the staff. Everyone's welcome!

Local 1205 members have accomplished much together, and are proud to be part of our strong, truly democratic International Brotherhood of Teamsters. They know that remaining committed to justice and truth and vigilantly watching for and exposing the tricks and lies of employers—including the bosses' hired flimflammers—we will grow stronger still.

We look forward to having Baumann/Acme/Brookset/Alert employees join us, so that you too can gain the respect, which includes dignified wages and benefits, every working person deserves!

In solidarity,  
*Timothy Lynch*

## THE OFFICERS OF LOCAL 1205 SAY:

*"To all the brothers and sisters who will be voting on November 20 to become members of our proud local—we look forward to welcoming you into our democratic organization and working together at bringing you economic justice!"*

# How Workers Organized and Won



## “A Home Run”

Andy Gallo is a bulk truck driver and Local 1205 shop steward at Suffolk Cement Products, the largest Redi-Mix company on the East End of Long Is-

land. He is very proud of his union, and says, “Our union benefits and wages, and our contract as a whole, are a home run. I was at the negotiation table, along with other members of the bargaining committee, and we saw President Lynch, with skill and determination, negotiate for us the best possible package. No one expected to get what we got, to do as well as we did in this struggling economy.”

The contract has a \$6.70 an hour wage increase on top of already great wages. Next year, the drivers’ total package will be over \$45 per hour!

Andy said that because of Local 1205, “We can afford to take our families to a nice restaurant; buy a new car—instead of a second or third generation used one. We can take vacations, go away with the family and enjoy ourselves. Everyone who works should be able to have those things!”

He said he feels strongly that “unions are weakened when workers believe the lies of management and rats. Companies play worker against worker because they know individuals just looking out for themselves don’t have the power that a group does. When we back each other up, stick together, we create a strong union.”

Two years ago Andy was elected to be a Trustee on the local’s executive board.



## “Comparing Day and Night”

Nine years ago, hundreds of bus drivers, mechanics and driver assistants at First Student Shoreham and Middle Island facilities

voted to join Local 1205. While there are many different unions representing different bus yards, these workers had heard from Local 1205 members how powerfully this union represents its members.

“Comparing our 1205 contract to what we used to have before the Teamsters is comparing day and night,” said Cliff Roode, shop steward at First Student’s Shoreham yard. “Things have improved tenfold. Our wages and benefits are so much better. Our members are so pleased to finally have Local 1205, and we had a contract—voted on by the membership—signed within three months of our union election!”

## Our top wages at the end of our current contract will be:

<b>Big Bus</b>	<b>\$24.84 per hour</b>
<b>Vans</b>	<b>\$20.10 per hour</b>
<b>DAs</b>	<b>\$17.45 per hour</b>
<b>Mechanics</b>	<b>\$27.72 per hour</b>

And an employee employed for more than one year does not pay a cent for his or her medical coverage! In our great contract, the cost is covered fully by the employer! And the fuelers and mechanics have free family coverage!

When asked what is the most important thing he’s learned over these years, he said thoughtfully: “The most important thing is, if something bad happens to one member, it hurts everybody. The members are the union: it’s all of us working together!”



## “Now We Get Respect”

Gary Van Denise, a forklift operator, works at the Northport facility of Riverhead Building Supply, one of its 11 union-

ized locations.

He was eager to say, “I can’t tell you just how much our contract means to me, my

*“My biggest regret is I worked nonunion for so many years.”*

—Gary Van Denise

family and my fellow members. Since I became a member of Local 1205 in 2003, I’m driving a decent car for the first time in my life. Full family medical benefits paid entirely by the employer, a great pension and wages—and a wage that will be nearly \$28 an hour at the end of this contract! I feel we’ve been blessed. My biggest regret is I worked nonunion for so many years. Before Local 1205 came into this yard six years ago, I was making \$12 an hour! It was very hard to support my family. I thank God for Teamsters Local 1205! Now we get the respect that we rightfully deserve!”

## Ask a Man Who Knows

The person with the most seniority in the entire local—49 years!—is Butch Katsosky. He’s a driver and shop steward at



Nassau Suffolk Lumber’s Roslyn facility. With a real perspective, Butch states:

“I joined Local 1205 in January 1960. When Timothy Lynch became chief negotiator in 1996 and our President in 1999, he was responsible for negotiating the strongest contracts in the history of Local 1205. And our current contract, signed in July 2009, was the strongest yet. The wages and benefits are the best in the industry. We’ve got great leadership—leadership that’s not afraid of the bosses and doesn’t back down.”

When asked why he doesn’t retire and

## How Workers Organized and Won *continued*

start collecting his first-rate Local 1205 pension, Butch said, “I could have retired years ago, but I actually like my job and look forward to going to work. How many nonunion drivers can say that?!”



### **“We’ve Got Power for the First Time!”**

Five years ago, Local 1205 became the representative of the administrative employees at the New School in

New York City. Our members work at offices that are spread out among the many buildings which make up the campus of the New School’s eight distinct colleges. Local 1205’s chief shop steward, Yolander Parker, has been

my co-workers more. If things aren’t going the way we want, we tell them we’ll contact our union office—and they get so nervous! We feel we’ve got power for the first time—a lot of power—because of Teamsters Local 1205. This is a strong union shop now. People aren’t afraid to speak up!”



### **“This Is a Golden Deal”**

Five years ago, Local 1205 proudly organized employees at Super Enterprises in Cranbury, New Jersey. Super Enterprises is an

exclusive distributor of Marvin Windows in our area, and these workers were brought under the terms of our union contract then

enjoyed by employees working at Super Enterprises’ Melville, Long Island location. The grateful new members elected driver Wayne Francis to be their shop steward.

Wayne has this to say:

“When Local 1205 first organized us, we couldn’t believe our good fortune. We went from having to pay for a large part of our not-so-good medical insurance, to a great union insurance plan, fully paid by the employer! We are now making on average \$8 more per hour than when we weren’t union!”

one had told him and his co-workers all this could be, they wouldn’t have believed it: “We simply didn’t think it was possible!”

Wayne spoke about what he’s seen elsewhere:

“I get around and I’ve talked to a lot of different workers. I don’t know of one single outfit that can beat the contract we have. And all those nonunion companies are brutal. They get people to work cheap, knowing they need their jobs and are desperate to hold on to them.”

About the nonunion workers, he said, “I tell them they have to think about joining the Teamsters Union. I tell them flat out, working union is like you are living again. It’s a breath of fresh air, a brighter future.” And he added, “Working as Teamsters has given us a new sense of worth. Thank goodness we didn’t fall for the company’s union breaking tactics!”\*

*\* Note. Since among the many lies told by Baumann’s paid brainwashers, there have been some whoppers about President Timothy Lynch, we’ll swiftly mention the following: This summer, President Lynch received two prestigious awards right here on Long Island, honoring him as Labor Leader of the Year. One was from the Working Families Party, and the other was from Long Island’s Jobs With Justice. And just a few weeks ago he was a guest teacher at Hofstra University Law School, addressing future labor lawyers on the subject of negotiating union contracts.*

*“We feel we’ve got power for the first time—a lot of power—because of Teamsters Local 1205.”*

**—Yolander Parker**

an employee for more than 20 years. She was eager to give the following report:

“I have to admit, when 1205 began to come around, I hesitated to get involved. But as I saw how they were fighting for us, I learned and changed!”

As to what happened during our first contract negotiations, she said: “The union formed a big committee. Many people were expressing themselves for the first time, voicing their opinions and uniting around our issues. We got good increases and good benefits, and our contract was way better than anything we got in the past. Some people got \$2 an hour wage increases right away!”

Yolander continues: “During the last five years when other shop stewards and some of my co-workers and I have met with management to discuss grievances and other issues, we’ve been getting, really getting, what we’ve wanted. The administration respects me and

*“Working as Teamsters has given us a new sense of worth. Thank goodness we didn’t fall for the company’s union breaking tactics!”*

**—Wayne Francis**

And we are in the great Local 1205 pension plan! When you compare the union pension to the company 401(k) plan, the pension is by far a better deal.” He added that if some-

have accomplished. But he wanted to tell about a very personal experience that can have people value our union even more. He’s 46 and a few years ago had a sudden,

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## How Workers Organized and Won *continued*

life-threatening medical emergency that put him out of commission for nearly six months. Steve, a volunteer firefighter with, and former chief of the Riverhead Fire Department, says, “I’ve always considered myself physically active and healthy. In fact, other than my annual physicals for the fire department, I’d never gone to a doctor in my life. As to the union medical plan, I never thought I’d need it.”

Then he found himself numb in his fingers and feet, and two nights later, hardly able to move.

“At the emergency room, I was diagnosed with a rare viral infection called Guillain-Barré syndrome. I was in the intensive care unit for 11 days, and my family wondered if I was going to make it. I spent the next four weeks in the hospital and

rehab, literally learning how to walk again.

It took me five months to regain my strength. The doctors say I’ve made a full recovery, but the reason I want people to know of my experience is the amazing fact, in this day and age, that I did not receive one single bill—not one. The Union Welfare Plan took care of everything. The bills were in the hundreds of thousands. Yes, it’s great that we have the union fighting and getting good wages, a solid pension and job protection, but I came to see, in a way I never thought I would, where we’d be without our great medical plan. We’d be in big trouble. We all hear stories about people, because of catastrophic medical bills, losing their houses, filing for bankruptcy. I said to my wife, “What a relief it is, not having to worry about that!”

### “I Had My Doubts”

Joe Mazliah is a trailer driver for Island Construction Company, located in Calverton, Long Island. Reflecting on the past, he had this to say:

“I have to admit, when I first met President Lynch and heard him talk with intensity on how we were going to turn things around big, I had my doubts. But in a few short years, because of Local 1205, I went from making \$15 an hour, without a pension, to last year’s W-2 from Island Construction of over \$80,000, plus a great Teamsters pension plan! And our medical plan is the best. My wife works in a doctor’s office and she sees all the different medical plans. She always tells me our benefits are the best out there, by far!”

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## The Teamsters File Unfair Labor Practice Charges Against Baumann and His Highly Paid “Consultants”

We have been forced to sit through meetings with the highly paid “consultants” hired by Baumann, and have heard all kinds of outright lies, half truths and distortions. There are so many lies that we can’t even keep up with all of them! We estimate that Baumann will be paying these people over hundreds of thousands of dollars by Election Day. We know Baumann and his crew of deceivers have violated the National Labor Relations Act and the Teamsters have now filed ten unfair labor practices charges to protect our legal rights. The Labor Board has already told Local 1205 it will be issuing a complaint against Baumann for what the government has determined to be his illegal activity!

### Here are some questions to ask Baumann’s “consultants”:

1. *How come we get paid for being forced to listen to the “consultants” and not for safety meetings?*
2. *How come you don’t use the estimated hundreds of thousands of dollars going to the “consultants” to improve our health insurance benefits or our pay?*
3. *Why can’t the union representatives come to the meetings to give us the full facts—not just the one-sided and distorted information we are now being provided?*
4. *How can Baumann use public monies to pay for these anti-union “consultants”?*

## Comparison Between Our Situation with Baumann and Local 1205 Members with First Student

This is a comparison between our working conditions under our employer-written handbook and the First Student working conditions under the union contract negotiated jointly by the workers and their management. Note that the First Student workers have negotiated items that are important to them. Each contract is different and we may well have different priorities for our contract at Baumann, Acme, Brookset and Alert.

KEY FACTORS	Baumann/Acme/Brookset/Alert Employee Handbook	Teamsters Local 1205 First Student Shoreham/Middle Island Union Contract
Who Decides?	Unilaterally decided by Baumann managers.	Jointly negotiated agreement.
Do workers have a voice?	Workers have no say.	Workers have democratic input.
Is it legally binding?	Not legally binding and can be weakened at any time!	Union contract is legally binding.
Can it be altered or weakened?	Handbook states: "Baumann reserves right to revise, supplement or rescind any policies as it deems appropriate."	Management cannot make any changes without negotiating the change with workers.
How are provisions protected?	Totally company controlled grievance procedure—kangaroo court!	Fair grievance procedure controlled jointly by union and management.
How are problems resolved?	Baumann has final decision.	If necessary, final step of procedure is binding arbitration before a neutral arbitrator.
Guaranteed employment?	NONE.	Employees are guaranteed 39 weeks of employment at least. Most employees also receive 3 "supplemental weeks pay" during the 3 weeks schools are closed: 1 at Christmas, 1 in midwinter and 1 in the Spring.
Is seniority of workers respected?	No. (Handbook provides that seniority is followed only when the employer deems it "practical.")	The Union contract mandates that seniority must be followed for all run picks, midday runs, late runs, charters, and more.
Respect	No provision protects workers from unfair or disrespectful treatment. In fact, the hand book state the employer "may terminate [any employee] at any time."	Contract provision states that "No employee shall be suspended or discharged without just cause" and "No employee shall be suspended or discharged without a hearing with the employer and shop steward or the business agent."

<p>Health Insurance</p>	<p>So expensive many of us can't afford monthly costs and the small payment Baumann makes is for only 10 months a year.</p> <p>When we do buy the insurance:</p> <p>Co-pays are \$30.00 to \$50.00 for a doctor visit.</p> <p>Co-pays for hospital stays are from \$500.00 to \$1,000.00</p>	<p><u>No monthly cost for individual coverage</u>—employer pays 100%, 12 months a year, even if workers are off during the summer.</p> <p>Co-pays are \$10.00 for a doctor visit.</p> <p>Co-pays for hospital stays are \$0.00</p>
<p>Dental and Optical</p>	<p>Worker pays 100% of the cost of an inferior plan.</p>	<p>Optical and dental insurance are paid for by the company. And the benefit is far superior to Baumann's.</p>
<p>Prescriptions</p>	<p>If we can afford to pay for health insurance, co-pay for prescriptions are \$15-\$50 per prescription.</p>	<p>Prescription co-pay is \$2 for generic drugs, \$5 for name brand. Mail-in maintenance prescriptions are FREE.</p>
<p>Safety</p>	<p>Real safety problems at yards and with buses—with no recourse to resolve them.</p>	<p>Contract allows a "health and safety committee" made up of 3 workers and one supervisor.</p>
<p>Safety Meeting pay</p>	<p>No pay for attending safety meetings.</p>	<p>Employees MUST be paid to attend safety meetings. And dates for meetings must be posted at least 45 days in advance.</p>
<p>Favoritism</p>	<p>In many yards a lot of favoritism exists and there is nothing we can do about it.</p>	<p>The union contract must be applied evenly—favoritism does not exist.</p>
<p>Pay</p>	<p>Wages effective 9-1-09:</p> <p>Top pay for Big Bus drivers with benefits: \$19.50</p> <p>Top pay for Van drivers with benefits: \$16.00</p> <p>Top pay for Driver Assistants with benefits: \$11.40</p> <p>Mechanics wages: From \$11-20 per hour. Each yard is different.</p> <p>Mechanics benefits: Mechanics pay a large part of their benefits through a weekly payroll deduction.</p>	<p>Wages effective 1-1-10:</p> <p>Top pay for Big Bus drivers with benefits: \$21.91</p> <p>Top pay for Van drivers with benefits: \$17.70</p> <p>Top pay for Driver Assistants with benefits: \$15.35</p> <p>Under our current contract all wage rates will go up, on average, by about \$2.00 per hour in the next 2 years).</p> <p>Mechanics wages start: \$24.47, within 3 yrs it's \$27.72.</p> <p>Employer pays every month the full family medical rate: the mechanics pay NOTHING.</p>

# Our Mission

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*We, workers from the nine Baumann, Acme, Brookset and Alert locations in Long Island, have joined together to form our union with Teamsters Local 1205. Through the Teamsters, we will have the power to make a real, positive difference in our working lives and create a better future for our families. We need to have a voice at work! We need better wages and benefits! We need to end the pay shortages and unfair treatment! We need to negotiate as equals with the company for the improvements we all deserve! Together, we are building our union with Teamsters Local 1205 to make this a better place to work. Join us!*

For more information about our campaign call Teamsters Local 1205 at 516-501-1205, Ext. 30, or go to [www.schoolbusworkersunited.org](http://www.schoolbusworkersunited.org) and [www.teamster.org](http://www.teamster.org)

**Teamsters Local 1205 • 246 Conklin Street • Farmingdale, NY**

***Vote Teamsters "YES" on November 20!***

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International Brotherhood of Teamsters



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