



**Buffalo Teachers Federation, Inc.**  
271 Porter Avenue  
Buffalo, New York 14201  
(716) 881-5400  
(716) 881-6678 (fax)

**President PHILIP RUMORE**

June 7, 2016

MEMO TO: All Buffalo Teachers  
FROM: Philip Rumore, President, BTF  
RE: Negotiations Update

Here is a copy of the latest demonstration of bad faith negotiations that was proposed by the current Board majority, Carl Paladino, Larry Quinn, Patricia Pierce (who claims to come from a strong union family!), Jay McCarthy and James Sampson.

First, this is a violation of the Taylor Law. We will, obviously, be taking appropriate legal action.

The law states, “the legislative body may take such action as is necessary and appropriate to reach an agreement”.

This is the same position that their \$350/hour outside counsel made when he, on behalf of the Board, reduced the contract offer and introduced ten new proposals in our negotiations after the fact-finder’s report. We await the decision on our Improper Practice Charge we filed with the Public Employment Relations Board (PERB).

The five Board members, Paladino, Quinn, Pierce, McCarthy and Sampson, apparently need the assistance of a Buffalo Public School teacher to explain what “necessary and appropriate to reach an agreement” means.

You can, once again, see why there has been no progress in negotiations. These five Board members expect to dictate what will be removed (just about everything) from our contract.

They apparently also want to scare teachers and break our solidarity. Not now! Not ever!

No new negotiating date has been scheduled. The District approached us about two weeks ago to suggest a date; however, that was the date we were scheduled to be in Albany to argue the Receivership litigation. That date was just changed by the court. A preliminary meeting prior to the resumption of negotiations has been scheduled with the Superintendent on June 10<sup>th</sup>.

*Note:* In preparation for legal action against the Board, should they vote to remove the cosmetic surgery rider, we would like teachers who may be scheduling or have scheduled cosmetic surgery that could be

used as examples of detrimental delays, to notify us, e.g. you are scheduled for a facial peel that can prevent skin cancer, removal of a scar around a joint limiting movement, a child with acne who needs treatment to prevent scarring, etc. Please email my secretary, Lupe Sauer, at lsauer@btfny.org. Names will not be used without your permission.

PR:su

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