



Buffalo Teachers Federation, Inc.
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President, PHILIP RUMORE

September 29, 2016

MEMO TO: All Buffalo Teachers
FROM: Philip Rumore, President, BTF
RE: Solidarity! Solidarity! Solidarity!

One of the largest BTF Solidarity Rallies in history took place yesterday.

While some media reported “hundreds” at the rally, those familiar with rallies estimated the participation at 2 - 3 thousand!!

There are no more dedicated and unified teachers anywhere.

Those that were there can wear your, “I Walked, We’re United. We’re strong.”, buttons with pride.

If the District doesn’t get the message that we want a “New Contract Yesterday”, we need to have some of our Pre-K teachers work with them.

You are amazing.

You should know that the Board received a negotiations presentation (attached) that was filled with half-truths and omissions. You might be interested in the following from the document:

- “In fact, Buffalo Teachers’ total compensation is more than any other teachers in the districts compared.”
- “Utilizing every available and up-to-date teacher contract in Erie County, total compensation value was calculated utilizing the following factors:
 - Salary
 - Time (School Day/Year)
 - Health Insurance as an Active Employee
 - Health Insurance as a Retiree

- Sick Leave Cash Out upon Retirement/Early Retirement Incentive
- Personal Days”
- “Comparison assumed that a teacher with a Masters Degree worked for 30 years, retired at the age of 55, and lived 82 years.”
- “Total compensation does not leave Buffalo Teachers \$20,000 behind their counterparts, nor does it net them a loss of \$600,000 in lifetime earnings.”

Be assured, we will be responding. Article VI, H states, “Board Agenda - The Federation, upon written request stating the reason therefor delivered to the Board no later than 10:00 A.M., the Friday preceding the Board meeting, shall be given an early place on the agenda of any regular meeting of the Board”.

A letter is being sent to have us placed on the agenda of the next Board meeting on October 12, 2016.

We will then respond and correct each and every insulting, misleading and wrong statement.

As you know, we have worked through and presented the correct analysis in Fact-Finding and Mediation. We will be updating our documents based upon new increased County/Big 5 salaries.

For the record, the BTF negotiating team left the negotiations when the Board’s team told us that they were not prepared to offer a counter proposal to the one we made at our previous meeting. At the same time, the District presented a salary document that included a \$2,500 “Exceptional Attendance” bonus for teachers who used no sick or personal days. This one-shot “bonus” for some teachers was apparently inserted as an offset to the 10% healthcare payment that all teachers would pay!

Stay Strong, Stay United.

We will achieve a contract that is commensurate with your dedication and importance to our students.

PR:su

[September 28, 2016 Negotiations Presentation](#)