

# President's Report

PHILIP RUMORE, PRESIDENT



***BUFFALO  
TEACHERS  
FEDERATION***

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## NEGOTIATIONS HISTORY

We have been sending email updates on negotiations. They are also posted on our website, [www.btfny.org/news&alerts](http://www.btfny.org/news&alerts).

**New teachers have asked why has there been no new contract (we are working under the terms of the old contract) for so long?**

- On April 21, 2004, New York State imposed a wage freeze on all City employees, including teachers since the District was considered a covered entity. This froze all salary increases including movement from year to year on the “Steps” in our contract.
- The freeze lasted until July 1, 2007.
- However, in July of 2007, teachers were moved just one (1) step even though they “missed” three (3) steps during the freeze.
- We, and other unions, went to court to have our members placed on the step on which they would have been but for the three (3) year freeze.
- We were successful in State Supreme Court but reversed in the higher courts.
- We, along with other unions, our State, and both National Organizations, appealed through both the State and Federal Courts, but were not successful. The final decision on our appeals came in March of 2013.
- During the time of the court cases, both sides had concerns relating to a new agreement. The cost to the District, if we were successful, was over \$50,000,000; therefore, the negotiations were done with that in the background. BTF was hopeful that we would succeed in our appeals yielding significant increases for teachers.
- After March of 2013, negotiations proceeded again and were moving with the usual ups and downs until a new school board majority set about attacking our contract and who then hired an outside \$350/hr. attorney to be the Board’s chief negotiator.
- Immediately, he upset negotiations by back-tracking on previous Board proposals and introducing new proposals.
- As a result, the Board was recently found guilty of violating the Taylor Law and ordered to withdraw the proposals and start from their previous proposals as modified in Fact-Finding.
- We were also successful in ending the vindictive majority in our last Board of Education Election.
- During the last few years, under the influence of the former Board majority, regressive and insulting contract proposals that were unworthy of consideration were introduced. Copies of these proposals were sent to teachers.
- We now have won an Improper Practice charge against the District; there is a new Board majority and an apparent interest in settling the contract.

**A contract reflective of your great importance to our students will happen because we will remain strong and united.**