

Jack Quinn
President

January 14, 2013

Erie County Legislature
92 Franklin Street, 4th Floor
Buffalo, New York 14202

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**Re: Comm. 1E-2
Fact Finding Report between County of Erie, ECMCC, ECC and EC Library and
Civil Service Employees Association, Inc., Local 815**

Dear Honorable Members:

On or about December 23, 2012, County Executive Poloncarz forwarded the CSEA Fact Finder Report of Howard Foster issued on November 7, 2011 (Comm. 1E-2). We are writing on behalf of Erie Community College ("ECC") to respectfully urge you to reject the recommendations of Mr. Foster insofar as they relate to salary increases. Under the Taylor Law and based upon the request of the County Executive, it is our understanding that you are only to consider imposition of a settlement for the term January 1, 2007 through December 31, 2007.

ECC respectfully urges you to reject the recommendation of any salary increase for 2007. CSEA employees have continued to receive step increases and employee and retiree health insurance at no charge to them since expiration of the agreement; ECC has absorbed all premium increases in CSEA employee and retiree health insurance since 2007 without any employee contribution. ECC has no budgeted funding for any salary increase for calendar year 2007 or for the subsequent years. If ECC were required to make such a payment, it would cause a deficit in the current fiscal year at a time when revenues have already decreased and student enrollment is down. If the Erie County Legislature were to impose any wage increase, ECC requests that the Erie County Legislature provide ECC with the necessary funding to pay for that increase as no money exists in ECC's current budget (2012-2013) which began 4 ½ months ago on September 1, 2012.

If the Erie County Legislature is inclined to impose any settlement, ECC respectfully urges the Legislature to impose a settlement that merely continues the same terms and conditions of the expired collective bargaining agreement with no salary increases for the time period January 1, 2007 through December 31, 2007. ECC urges CSEA to get back to the bargaining table to negotiate a successor agreement. ECC cannot support any wage increase until structural changes are made to the CSEA contract reflective of current and future fiscal realities, as well as current market standards for health insurance and benefits. Structural changes to the contract are necessary to ensure a viable future for ECC.

Finally, ECC is currently in negotiations with two other unions, the Faculty Federation of ECC and Administrator's Association of ECC who are also operating under expired agreements. A unilateral imposition of wage increases for CSEA would have a detrimental impact to ECC in those negotiations as well.

Accordingly, ECC respectfully requests that the Erie County Legislature adopt the following resolution: "That the Erie County Legislature does hereby impose the same terms and conditions included in the 2004-2006 Collective Bargaining Agreement for CSEA, Local 1000, Local Unit 815, Erie Unit for the calendar year 2007."

Thank you for your consideration. Please contact us if ECC can provide you with any additional information.

Respectfully submitted,



Patricia H. Mertz, Chairwoman, Erie Community
College Board of Trustees



Jack Quinn, President

cc: ECC Board of Trustees
Honorable Mark C. Poloncarz, Erie County Executive
David Palmer, Erie County Commissioner of Labor Relations