

January 24, 2013

Erie County Legislature  
92 Franklin Street, 4<sup>th</sup> Floor  
Buffalo, New York 14202

Re: Fact-Finding Report between County of Erie and Civil Service Employees Association, Inc., Local 815

Dear Honorable Members:

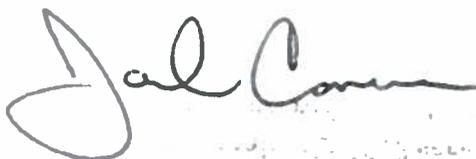
We write to you on behalf of the Buffalo and Erie County Public Library (B&ECPL) Board of Trustees to respectfully urge you to reject the salary increase recommendations contained in the report of Fact Finder Howard Foster dated November 7, 2011 relative to the above-captioned matter.

While the B&ECPL can appreciate the difficult financial time we are all facing, we must recognize that since the expiration of the contract in 2006 CSEA employees have continued to receive step increases and employee and retiree health insurance at no charge to them. Over the same time period, the B&ECPL experienced a substantial decrease in funding from Erie County. While we appreciate the restoration of \$300k this year, the use of these funds is for public service and not to cover unanticipated operating expense. In addition, the Library Board of Trustees has agreed, via Resolution, to use over \$710k in undesignated fund balance to maintain 2012 service hours and help cover the significant increase in health insurance and retirement costs.

The reality is that no money exists in our 2013 budget to fund a retroactive salary increase for 2007. Should a salary increase be imposed, the B&ECPL will be required to seek financial assistance from Erie County to cover this unanticipated cost.

The B&ECPL would like to see CSEA return to the bargaining table to negotiate a successor agreement which reflects the current health care market, as well as the fiscal realities of today. Thank you for your attention to this correspondence. If you have any additional questions, please feel free to contact myself at 541-1600 or B&ECPL Director Mary Jean Jakubowski at 858-7180.

Respectfully,



Jack Connors  
Chair B&ECPL Board of Trustees



Mary Jean Jakubowski  
Director