

ERIE COUNTY CORRECTIONAL FACILITY

11581 Walden Avenue * Alden, NY 14004

(716) 937-5551

May 24, 2013

Erie County Executive Marc Polancarz
95 Franklin Street 16th Floor
Buffalo, NY 14202

Dear Mr. Polancarz:

We are a group of nine licensed practical nurses working at the Erie County Correctional Facility. Our title of "medical aide" is due to the use of military terms in the Jail Management Division.

We perform the exact same duties, for the same employer in the same department, and for the same inmates that the medical aides (LPNs) do at the Erie County Holding Center. They are represented by the Teamsters' Union, we are represented by CSEA.

We are coming to you because of an unfair, unjust situation. The Teamsters and County settled a contract for their medical aides with a new pay scale reflecting a substantial wage increase after reviewing what the average salary of other correctional LPNs in Western New York were receiving.

We petitioned our union to bargain for wages that mirror the wages of the Erie County Holding Center's medical aides. The petition was never even brought to the bargaining table for the County to consider or even be made aware of. Yet, union dues continue to be withdrawn from our paychecks at a rate of \$48 per month. We were told, when we questioned CSEA that since there are only nine of us in a union of thousands, it's the majority that gets heard.

Since January of 2013, an LPN with no experience and just out of school starts at the Erie County Holding Center at \$20.10/hour with an immediate 2% raise totaling \$22.30/hour

with their final step giving them \$33.77/hour, that is not including the 8% in raises over the next three years they have coming.

The medical aides at Erie County Correctional Facility, performing the exact same job, start at \$17.23/hour with their last increment giving them \$19.16/hour. I have worked at the Erie County Correctional Facility for twenty-two years. I earn \$19.16/hour with no hope of any increase, especially since the union blatantly refuses to acknowledge our needs. Does this seem at all fair to you?

All nine of us at Erie County Correctional Facility are dedicated Erie County employees with impeccable time and attendance records. We work hard together as a team trying to deliver the best possible nursing care. This drastic wage difference really makes us feel like, "Why bother?" nobody appreciates our efforts anyway.

In the past we were part of the Corrections' Section of CSEA and we felt we were represented fairly by them. When the Health Department stepped into the Jail Management Department, the correction section transferred out into a unit of their own. The Health Department put us in a unit comprised of secretaries, data processors, and clerical staff. No one with an understanding of our needs for our job informed us of the transfer.

We are asking you to transfer the nine of us, "Correctional Facility Medical Aides," back into the Corrections' Unit of CSEA. We feel we stand a better chance of representation from them since we work side by side, facing the same hazards day in and day out for the Jail Management Division. Their union representatives are fully aware of the job we do.

We still need to put gas in our vehicles and maintain them to come to work, pack a lunch to bring to work, pay for sitters for our children, pay for clothes to wear to work every day, and pay to launder them. We do not receive any type of uniform allowance like the rest of WNY Correctional LPNs are receiving or current, up to date wages.

You could right this wrong by helping us earn the same wages the medical aides at the Holding Center earn for working for Erie County, effective as soon as possible, and seeing that our unit of nine is transferred to the Corrections' Section so they can work with the County to get us a contract.

I have included copies of the current wage scales so you can see the drastic differences.

Part C

Tentative Agreement Between
The County of Erie/the Sheriff of Erie County
And
Teamsters Local 264

Date: November 26, 2012

This proposal is an alternative to the Employer's August 31, 2012 proposal. If this proposal is rejected the County will revert to its August 31, 2012 proposal.

Wages

- 1/1/12 - 2%
- 1/1/13 - 2%
- 1/1/14 - 2%
- 1/1/15 - 3%
- 1/1/16 - 3%

← ADDED TO BASE PAY BELOW

Note: Step/increment increases shall be frozen at the expiration of this contract until a successor agreement has been ratified. Upon ratification of a successor agreement, all affected employees will be placed on the appropriate step/increment with no loss of seniority.

Pay Scale for Medical Employees

1. Effective upon ratification - New pay scale for Medical Personnel as follows:

Step	0	1	2	3	4	5	6	7	A	B	C	D	E
#7	20.10	20.77	21.44	22.11	22.78	23.45	24.12	24.79	25.46	26.13	26.80	27.47	28.14
#8	21.65	22.36	23.07	23.78	24.49	25.20	25.91	26.62	27.33	28.04	28.75	29.46	30.17
#10	25.25	26.11	26.97	27.83	28.69	29.55	30.41	31.27	32.13	32.99	33.85	34.71	35.57
#12	29.97	31.00	32.03	33.06	34.09	35.12	36.15	37.18	38.11	39.06	40.04	41.04	42.07

Note: Upon ratification of this agreement the County will withdraw the appeal of PERB Case No. U-29239. Additionally, the parties agree that if at any time Teamster represented nurses are unavailable

WAGES OF TEAMSTER MEDICAL AIDES (LPMS) AT HOLDING CENTER

APPENDIX "D" ERIE COUNTY SALARY SCALE January 1, 2006 ~ December 31, 2006

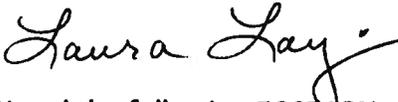
	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	A	B	C	D	E
1	22748	24201	25103	26022	26932	27840	28291	28749	29199	29656	30106
	874.93	930.78	965.49	1000.86	1035.82	1070.78	1088.09	1105.74	1123.05	1140.61	1157.92
	10.937	11.635	12.069	12.511	12.948	13.385	13.601	13.822	14.038	14.258	14.474
2	23189	24668	25624	26563	27513	28451	28920	29407	29868	30340	30814
	891.91	948.76	985.55	1021.67	1058.21	1094.25	1112.31	1131.04	1148.77	1166.91	1185.14
	11.149	11.860	12.319	12.771	13.228	13.678	13.904	14.138	14.360	14.586	14.814
3	24051	25583	26574	27574	28561	29575	30072	30585	31074	31573	32073
	925.04	983.97	1022.09	1060.54	1098.50	1137.53	1156.59	1176.32	1195.13	1214.35	1233.58
	11.563	12.300	12.776	13.257	13.731	14.219	14.457	14.704	14.939	15.179	15.420
4	25083	26684	27738	28794	29862	30928	31461	31978	32515	33045	33573
	964.74	1026.33	1066.87	1107.48	1148.52	1189.55	1210.03	1229.92	1250.56	1270.95	1291.26
	12.059	12.829	13.336	13.844	14.356	14.869	15.125	15.374	15.632	15.887	16.141
5	26535	28228	29401	30547	31723	32887	33516	34153	34789	35426	36057
	1020.59	1085.68	1130.79	1174.90	1220.10	1264.88	1289.10	1313.57	1338.04	1362.51	1386.81
	12.757	13.571	14.135	14.686	15.251	15.811	16.114	16.420	16.725	17.031	17.335
6	28503	30318	31705	33077	34452	35841	36652	37462	38247	39052	39855
	1096.25	1166.08	1219.43	1272.20	1325.05	1378.49	1409.70	1440.83	1471.04	1502.00	1532.88
	13.703	14.576	15.243	15.903	16.563	17.231	17.621	18.010	18.388	18.775	19.161
7	30587	32536	34228	35921	37608	39293	40209	41125	42045	42958	43878
	1176.40	1251.39	1316.48	1381.57	1446.49	1511.24	1546.53	1581.74	1617.11	1652.24	1687.61
	14.705	15.642	16.456	17.270	18.081	18.891	19.332	19.772	20.214	20.653	21.095

CSEA
MED
AID

OUR
WAGE
SCALE

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	A	B	C	D	E
8	32841	34939	36917	38896	40859	42820	43837	44845	45856	46871	47888
	1263.13	1343.78	1419.85	1496.01	1571.50	1646.91	1686.03	1724.82	1763.69	1802.72	1841.84
	15.789	16.797	17.748	18.700	19.644	20.586	21.075	21.560	22.046	22.534	23.023
9	35286	37546	39760	41962	44166	46377	47479	48589	49684	50785	51887
	1357.18	1444.08	1529.22	1613.95	1698.68	1783.74	1826.11	1868.81	1910.92	1953.29	1995.65
	16.965	18.051	19.115	20.174	21.2334	22.297	22.826	23.360	23.887	24.416	24.946
10	37886	40301	42712	45108	47511	49929	51136	52333	53542	54748	55953
	1457.14	1550.03	1642.75	1734.89	1827.36	1920.33	1966.77	2012.80	2059.33	2105.69	2152.05
	18.214	19.375	20.534	21.686	22.004	24.004	24.585	25.160	25.742	26.321	26.901
11	41870	44541	47130	49755	52341	54945	56252	57553	58849	60152	61452
	1610.37	1713.08	1812.71	1913.67	2013.13	2113.26	2163.53	2213.56	2263.41	2313.52	2363.54
	20.130	21.414	22.659	23.921	25.164	26.416	27.044	27.669	28.293	28.919	29.544
12	44876	47741	50623	53512	56386	59266	60714	62146	63594	65037	66486
	1725.98	1836.18	1947.05	2058.16	2168.69	2279.47	2335.16	2390.26	2445.94	2501.45	2557.14
	21.575	22.952	24.388	25.727	27.109	28.493	29.189	29.878	30.574	31.268	31.964
13	49113	52246	55399	58567	61735	64882	66466	68053	69638	71231	72818
	1888.95	2009.47	2130.74	2252.59	2374.44	2495.46	2556.39	2617.40	2678.41	2739.66	2800.67
	23.612	25.118	26.634	28.157	29.681	31.193	31.955	32.717	33.480	34.246	35.004
14	54902	58405	61971	65510	69048	72610	74380	76164	77953	79736	81520
	2111.60	2246.35	2385.57	2519.60	2653.68	2793.68	2860.77	2929.35	2998.27	3066.77	3135.56
	26.395	28.079	29.794	31.495	33.198	34.900	35.760	36.617	37.478	38.335	39.192
15	60956	64886	68808	72768	76768	80800	82684	84666	86650	88638	90625
	2342.48	2494.03	2646.44	2798.76	2951.41	3103.80	3180.18	3259.37	3332.69	3408.93	3484.10
	29.306	31.176	33.081	34.984	36.889	38.788	39.752	40.705	41.659	42.613	43.565

Please feel free to contact me if you have any questions or a response to our dilemma.
My cell number is (716) 939 - 0445; work number is (716) 937 - 5551.

Sincerely, 

Laura Lay, LPN and the following ECCF LPNs

ID#636

Melissa Bannister, LPN

ID#19115

Lynn Feldman, LPN

ID#6555

Judith Feller, LPN

ID#19130

Monica Germonte, LPN

ID#2664

Cynthia Gielow, LPN

ID#15999

Michael McBride, LPN

ID#651

Debra Perry, LPN

ID#18996

Michelle Rautenstrauch, LPN

ID#19141

Enclosures

cc: Sheriff Timothy Howard

David Marciniak, RN Director of Correctional Health

Rev. Eugene Pierce, EC Correction's Advisory Board

Gail R. Burstein, M.D., MPH, EC Commissioner of Health

Stephen Mychajliw, EC Controller

Hon. Betty Jean Grant, Chair EC Legislature

Hon. Thomas J. Mazur, Majority Leader EC Legislature

Hon. John J. Mills, Minority Leader EC Legislature

Hon. Timothy R. Hogues

Hon. Lynn M. Marinelli

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Hon. Thomas A. Loughran

Hon. Edward A. Rath, III

Hon. Terrence D. McCracken

Hon. Lynne M. Dixon

Hon. Joseph C. Lorigo

Edwin Heidelberg, M.D., PhD.

Lt. Robert Pyjas, Erie Unit of CSEA

Christa Cutrona, RN Director of Nursing