



# COUNTY OF ERIE

**MARK C. POLONCARZ**

COUNTY EXECUTIVE

February 27, 2015

Erie County Legislature  
25 Delaware Avenue  
Buffalo, New York 14202

**Re: Appointment to the Commissioner of Labor Relations**

Honorable Members

This letter should serve as notification that I hereby appoint Steven M. Miller to the position of Commissioner of Labor Relations in accordance to section 701 of the county charter. Due to the fact that Mr. Miller will be relocating to Erie County he will not be available to begin in this role until March 23. At that time he can make himself available to appear before your Honorable Body.

Thank you for your consideration in this matter. If your Honorable Body requires any further information, kindly contact my Chief of staff Jennifer Hibit and she would be happy to accommodate your request.

Sincerely,



Mark Poloncarz, Esq  
Erie County Executive

MCP/jr  
Enclosure

cc: Jennifer Hibit, Chief of Staff to the County Executive

## **STEVEN M. MILLER**

120 Maplewood Drive  
518.390.2651  
Glenville, New York 12302

millers1129@gmail.com

### **Professional Experience**

Communications Workers of America, AFL-CIO, Staff Representative (1995- 2012):

- **Chief Negotiator:** chaired bargaining committees while representing workers in the fields of healthcare, telecommunications, manufacturing, clerical and support staff and public employees; served as chief spokesperson leading the negotiating committee in bargaining with employers; prepared bargaining plans and conducted research in preparation for bargaining; drafted bargaining proposals; composed and reviewed contract language; determined cost of proposals; drafted materials to explain tentative agreements to membership in preparation for ratification votes.
- **Arbitration Advocate:** advocated on behalf of members in disciplinary arbitrations, including case and witness preparation, witness examination and cross examination, and preparation of post hearing briefs.
- **Grievance Advocate:** chaired grievance committees at the highest step of the grievance process; assessed merits and recommended grievances for arbitration.
- **Labor Educator:** conducted training sessions on a variety of topics, including: new steward training, how to conduct local elections, new officer training, collective bargaining committee training, grievance handling, and advanced grievance handling; co-taught courses at CWA Leadership Conferences at Cornell University
- **Organizer:** developed and implemented internal mobilization and corporate campaigns in support of collective bargaining; supported external organizing campaigns
- **Political and Legislative Campaign Work:** lobbying, loaned to staff congressional campaign, participated in campaign visibility activities, labor walks, and phone banks.
- **Leadership:** provided leadership and guidance to assigned CWA locals; served as trustee of CWA locals.
- **Managed and oversaw area office,** including supervision of administrative staff.

### **Labor Movement Leadership**

- **CWA Local 1129 President,** responsible for all aspects of running the Local including budget, administrative and office operations, grievance handle at higher steps of process, contract enforcement and grievance handling, bargaining committee member
- **President – Northeast Central Labor Council, AFL-CIO**

### **Education**

- Bachelor of Arts, Labor Studies, National Labor College, GPA 3.82
- Certificate of Labor Education, National Labor College
- NYS AFL-CIO Leadership Institute, Cornell University
- Principled Negotiations, Cornell University