

TO: Mark Poloncarz, Jack Quinn, Bill Reuter, Chris Jacobs, Brian Higgins,
Michael Kearns, Sean Ryan, Board of Directors of ECC

FROM: Lena A. Monaco, South Campus Bursar Office
Deborah A. Ucci, South Campus Bursar Office

SUBJECT: Part Time Employees of ECC being forced in the CSEA Union

DATE: May 23, 2017

We understand that the New York State Public Relations Board has issued a decision and order to the County of Erie for the recognition of part time employees "RIGHT" to be part of the CSEA Erie County collective bargaining unit.

We also believe that we have a "RIGHT" to determine whether or not we choose to belong to the CSEA Union.

The majority of the part time employees are not in favor of becoming Union members. The "Green Card" campaign of 2015 was misleading and intimidating. Cards were distributed to part time employees. Some were told the cards were strictly informational. Others were told they needed to be signed in order to get a raise, and some were just intimidated into signing the card. As long as the Green Cards were signed by 50% of part time employees, the Labor Board "approved" the Union. The process was never explained at any time until the Union process was finalized. **WE WANT THIS REVERSED.** The method and means are criminal. We never had an informed choice regarding a Union.

We have signed petitions from Part Time employees disputing membership in the Union. We would appreciate your assistance in reversing this decision to include Part Timers into the Union.

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