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COUNTY OF ERIE

MARK C. POLONCARZ

COUNTY EXECUTIVE

June 5, 2018

Erie County Legislature
92 Franklin St – Fourth Floor
Buffalo, New York 14202

RE: Appointments to the Erie County Citizens Salary Review Commission

Dear Honorable Members:

Pursuant to the powers vested in me by Section 22 (a) of the Erie County Charter, I, Mark C. Poloncarz, Erie County Executive, do hereby submit the following individuals to serve on the Citizens Salary Review Commission. Their term will expire December 31, 2020.

NAME AND ADDRESS

Mr. Owen Patrick Brady
53 Birchwood Court
Williamsville, NY 14221
Reappointment

Dr. Laurie Buonanno
134 Euclid Avenue
Kenmore, NY 14217
Reappointment

Mr. Jerry Newman
University at Buffalo
273 Jacobs Management Center
Buffalo, NY 14260

Mr. William Ransom
8125 Oak Leaf
Williamsville, NY 14221
Reappointment

Christopher Stone
69 Verel Avenue
Lackawanna, NY 14218

If you have any questions regarding these appointments please contact my office at your earliest convenience.

Sincerely yours,

Mark C. Poloncarz, Esq.
Erie County Executive

MCP/ks

cc: Appointees

Jerry M. Newman

**SUNY Distinguished Teaching Professor Emeritus
Organization and Human Resources Department**

Education

PhD, University of Minnesota
MA, University of Minnesota
BA, University of Michigan

Background

Newman's interests are in the area of human resource management, with particular emphasis on compensation and rewards. He is author of the book *My Secret Life on the McJob: Lessons in Leadership Guaranteed to Supersize any Management Style* (McGraw-Hill, 2007) Newman is also co-author of the text, *Compensation* (2007), a best-in-class book for McGraw-Hill since 1984 (now on 9th edition). He has authored approximately 100 articles on compensation and rewards, performance management and other human resource issues. In more than 30 years of consulting, Jerry has worked with such companies as Cummins Engine, AT&T, Graphic Controls, Hewlett-Packard, RJR Nabisco, Sorrento Cheese, McDonald's, Burger King and A&W Root Beer (Canada). Newman is a recipient of nine teaching awards including the SUNY Chancellor's Award for Excellence in teaching.

Click the link below to see a Wall Street Journal review of *My Secret Life on the McJob* by former White House Chief of Staff Andrew Card.

- [WSJ review of My Secret Life on the McJob](#)
- [McJob Presentation Demo](#)
- [Interview on Money Matters Today](#)
- [To purchase the book: My Secret Life on the McJob](#)
- [To purchase the book: Compensation by George Milkovich and Jerry Newman](#)

Selected Publications

Leadership Observations of an Undercover Fast Food Worker. Lead article in *Management Research News*, 2007, no. 30(7), 453-459.

Compensation Lessons From the Fast Food Trenches: Part 1. Article in *Work Span*, pp 22-27, March 2007, a publication of WorldatWork.

Compensation Lessons From the Fast Food Trenches: Part 2. Article in *Work Span*, April 2007. A publication of WorldatWork.

Christopher Stone
69 Verel Avenue
Lackawanna, NY 14218
(315) 237-3043; (716) 343-1321
cstone@northeastcarpenters.org

EXPERIENCE:

- Northeast Regional Council of Carpenters** **2013- present**
Council Representative
- Carpenter/Pile Driver Representative for 33 Counties in Central and Western NY.
 - Worker-to-worker contact on the job, by phone, thru direct house calls and group meetings.
 - Develop and administer organizing campaigns, NLRB election campaigns
 - Develop and coordinate union participation program; Organize rallies, picket lines, banner protests, handbill operations, and area standards campaigns.
 - File and process grievances, as well as jurisdictional disputes; Administer Union contract.
 - File and process NLRA unfair labor practice charges; NYSDOL misclassification and public work wage violations.
- DarDrill, Inc.** **2010- 2013**
Pile Driver/ Driller/ Drill Foreman
- Coordinate and Install drilled shafts for caisson foundations and soldier pile for shoring walls.
- BCM Drilling LLC** **2009- 2010**
Pile Driver/ Drill Foreman
- Coordinate and install drilled shaft caissons for bridge piers and building foundations.
- Empire State Regional Council of Carpenters** **2001 – 2008**
Council Representative
- Worker-to-worker contact on the job, by phone, thru direct house calls and group meetings.
 - Develop and administer organizing campaigns, NLRB election campaigns
 - Develop and coordinate union participation program; Organize rallies, picket lines, banner protests, hand – bill operations, and area standards campaigns.
 - File and process grievances, as well as jurisdictional disputes; Administer Union contract.
 - File and process NLRA unfair labor practice charges; NYSDOL misclassification and public work wage violations.
- Western New York Regional Council of Carpenters** **2000 – 2001**
Assistant Director of Organizing
- Reported to Director of Organizing, executed organizing plans, coordinated and assisted organizing teams throughout the western New York area.
 - Researched and analyzed organizing targets, wrote campaign plans and timelines.
 - Helped negotiate Pile Driver contracts.
- Union Organizer** **1998 – 2000**
- Ran bottom-up and top-down organizing campaigns.
 - Ran NLRB election campaigns, filed unfair labor practice charges and Dept. of Labor wage violation charges.
 - Coordinated picket lines, rallies and protests.
 - Designed text and layouts for hand-bills (leaflets); wrote and published newsletters to unrepresented workers.
- HF Darling, Inc.** **1993 – 1998**
Pile Driver / Dock builder / Foreman
- Heavy construction: Bridge piers, building foundations, dock building, welding and steel fabrication.
 - Union Steward, monitor contract terms; mediated jobsite issues.

EDUCATION

Cornell University –School of Industrial & Labor Relations

Major Labor Studies Cert.

2007- 2009

Advanced Labor Studies Cert.

2005- 2006

Basic Labor Studies Cert.

2001- 2003

United Brotherhood of Carpenters

1993- Present

Steward Certification; Core Training; CODS Training; Communications Training

Monroe Community College

1978-1980

Business Administration

ASSOCIATIONS

Carpenters' Local 276

2011-Present

Recording Secretary

Northeast Regional Council of Carpenters

2011-Present

Delegate

Erie County Democratic Committeeman

2005-2011

District 17 (Town of Hamburg)

Cornell University Labor Advisory Committee

2004-2009

Buffalo Region

United Brotherhood of Carpenters :

Delegate to the International Convention

2015

Alternate Delegate to the International Convention

2010

International Council of Pile Drivers

2004-Present

Delegate

Empire State Regional Council of Carpenters

2003-2006

Delegate