

Lupe Sauer

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**From:** Kuzma, Nathaniel <NKuzma@buffaloschools.org>  
**Sent:** Monday, September 12, 2022 4:34 PM  
**To:** Lupe Sauer  
**Subject:** Letter to President Rumore  
**Attachments:** NJK to Rumore Re Strike.pdf

Lupe:

Please provide the attached to President Rumore.

Nate

**Nathaniel J. Kuzma**  
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**Nathaniel J. Kuzma**  
General Counsel

September 12, 2022

Philip Rumore, President  
Buffalo Teachers Federation  
271 Porter Avenue  
Buffalo, New York 14202

Dear President Rumore:

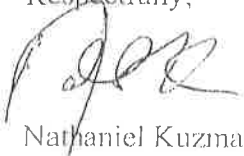
I'm aware of statements made by you and other union members threatening the possibility of a strike by your membership. You are referenced and verbally quoted in a news story broadcast and published on WBEN's website on September 9, 2022, for reference. As you are aware, these statements and actions clearly violate the Taylor Law's prohibition of encouraging or condoning strikes. *See*, Civil Service Law §210.

As confirmed in the recent Appellate Decision upholding sanctions against the BTF for similar violations, and recognized in your affirmation pursuant to Civil Service Law §210.3(g), your offices now have an affirmative obligation to renounce these prior statements and make clear that you will not continue to encourage or condone such unlawful behavior going forward. Buffalo Tchrs. Fed'n, Inc. v. New York State Pub. Emp. Rels. Bd., No. 533280, 2022 WL 2836236, at \*2 (4<sup>th</sup> Dept., July 21, 2022).

Reserving all rights and legal remedies for these actions please take the necessary steps immediately, and advise once completed, to discourage these unlawful actions and help ensure that our students and teachers are not harmed further by these illegal statements and actions.

Should you have any questions, please feel free to contact the undersigned.

Respectfully,



Nathaniel Kuzma