Dear Research Foundation Board of Directors:

We are the Research Foundation-CUNY employees at LaGuardia Community College, New York City College of Technology, and the Graduate Center. We implement the grant-funded programs that are a key part of CUNY's commitment to education and scholarship. We are dedicated to our programs, our students, our research, and the clients we serve.

At all three of our campuses, our efforts to reach fair collective bargaining agreements with RF management have dragged on far too long. At LaGuardia and City Tech, after negotiating for nearly five and six years, respectively, management's wage offer is that employees with at least two years of service receive a minimum wage increase of 1.25% per year. RF management also refuses to provide longevity increases that would acknowledge the dedication and commitment of long-term employees as is done at the Central Office.

The same wage offer has now been put on the table at the Graduate Center where employees waited 2 years for an election after the representation petition was filed and $2\frac{1}{2}$ years for the election ballots to be counted because of unsuccessful legal maneuvers by the RF. These employees are now entitled to a fast contract settlement. To that end, the bargaining team worked hard to develop proposals based on the tentative agreements in the RF LaGuardia and City Tech negotiations.

During the time that we have been bargaining these contracts, the Foundation has been spending an average of \$500,000 per year for legal counsel from the firm of Nixon Peabody. The amount paid to Nixon Peabody for one year alone is enough to provide a 4.5% increase to RF-CUNY employees at all three locations currently in negotiations. What are the priorities of the RF-CUNY when funds are taken from hard-won grants, and used for lawyers to fight the union representing its employees?

We demand that, as the Board of Directors of the RF-CUNY, you direct your representatives to make a realistic and fair wage offer and settle all three contracts by the end of June 2010.

Respectfully submitted:

Name (print)	Campus	Program	Signature

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