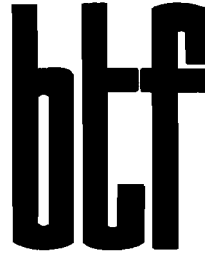


President PHILIP RUMORE



NYSUT  
NEA/AFT

BUFFALO TEACHERS  
FEDERATION, INC

271 PORTER AVENUE  
BUFFALO, N.Y. 14201  
(716) 881-5400  
FAX (716) 881-6678

January 12, 2009

Mr, Carl Paladino, President  
Ellicott Development Company  
Ellicott Square Building  
295 Main Street, Suite 210  
Buffalo, New York 14203

Dear Mr. ~~Paladino~~ *Carl*:

Enclosed please find copies of an Op Ed piece, our recent court papers and the original Arbiter's Decision. Hopefully, you will find them worth reading.

Our main purpose in going to court has been to defend ourselves and to have the Superintendent and Board forced to negotiate the change (their proposal in negotiations).

Knowing you, there is no doubt that you would not allow a contractor do to you what the Superintendent and Board are attempting to do to us – unilaterally change a contract to benefit themselves.

Next time, give me a call to discuss the issue or let's have a cup of coffee (I don't do lunches). Then, you can beat the crap out of me!

Sincerely,

Philip Rumore  
President

PR:ls

Encls:

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Ellicott  
Development  
Company

*A Division of 10 Ellicott Square Court Corp.*

Real Estate Development, Management & Leasing  
Commercial • Residential

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January 27, 2009

Philip Rumore, President  
Buffalo Teachers Federation  
271 Porter Avenue  
Buffalo, NY 14201

Dear Phil:

You grew up in an Italian household presumably with parents who gave you a good foundation to take into the world. What happened to you? When you have the upper hand you are expected to do the right thing. To encourage a child to learn how to play chess well, you might have to throw a few games. I respect your ability, Phil. You've done your job well giving your membership excellent contract terms. You've learned how to play the game and negotiate with an obviously collectively incompetent School Board. How can you lose when you intimidate and bribe Albany to do your will and you have a stacked deck on the School Board elected in a separate May election by less than 5% of the electorate. You've lobbied intensely against moving the election to November because you control the election and you have the status quo union loving Crystal Peoples, the corrupting Grass Roots and the parasitic Black Sisterhood in your pocket.

But what have you really won Phil? You have great pay and benefits and most of the older teachers go home to a nice suburban home but the poorest city of its size in America has a totally dysfunctional school system cheating students from destitute homes out of their right to a decent education. You have no guilt forcing a young child into a system knowing that chances are overwhelming that the child is doomed to a life of tragedy, probably peeling potatoes in a prison kitchen if not killed on the streets. The graduation rate fell to 46% last year and the taxpayers paid \$25,500 per student. The tuition at Nichols is \$15,000 per year. We could send all of them to great private schools and set aside \$10,000 a year in a college fund for each. You blame everybody and everything except yourself.

Yes, the health contract was a negotiated term and yes, you have a legal right in the courts to force the City to go back and reinstate the multiple contracts and yes, you have the right to negotiate that term with the City to exact more tribute and yes, the system will pay \$15 mil more per year for the same benefits and yes, some younger teachers will be layed off and yes, class size will increase and yes, the wheels on the bus go round and round.

But Phil, you have a greater moral obligation to our community. Teachers want a better school system without fear of guns and wayward, undisciplined children. Teachers do sensitize with the burdens the Union leadership places on the children. They felt a calling and struggled for their degree so as to teach and help children learn and not to babysit and experience day after day the horror of the lives of children relegated to live in the shade.

Didn't your parents tell you to do the right thing for the poor, for those who can't speak for themselves and those mired in the quagmire of inner City life? The failure of our school system is primarily responsible for the decay of our City, the lack of quality leadership and the flight of the middle class to the suburbs. The burden of the insane regulations imposed by Albany for dealing with incompetent teachers and tenure are unheard of in the real world. Two years and \$200,000 to discipline Ms. Barton. What planet are you from? Have you no decency? How long do you think that this failed system can continue before it implodes on itself?

Don't talk to me about the Union's rights to negotiate. We have a progressive crisis mandating that the people change the rules. Thank god for the control board. Without it you and the collectively incompetent School Board would have driven the last sole out of the City.

Your days at the Union are numbered. Young teachers are going to rise up and resist the policies you impose that will cost them their jobs. Decent citizens and teachers will demand that the Regents dismiss the School Board and bring in responsible educators. Take a little vacation and reevaluate what you are doing. Would your parents approve? Would they be proud of you? Will you print this letter in your union newspaper?

Very truly yours,  
Ellicott Development Company



Carl P. Paladino  
Chief Executive Officer

CPP/lmh

President PHILIP RUMORE

**btf**



NYSUT  
NEA/AFT

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FEDERATION, INC

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FAX (716) 881-6678

January 28, 2009

Mr, Carl Paladino, President  
Ellicott Development Company  
Ellicott Square Building  
295 Main Street, Suite 210  
Buffalo, New York 14203

Dear Mr. Paladino:

I was brought up by my mom, a single parent since I was two. Since I never saw my father who I found out just several years ago was Italian, I was not brought up in an Italian household.

Yes, my mom, a single parent who sacrificed so much, did teach me a great deal.

One of the things she taught me was, that as difficult as it might be, to rise above people who write nasty, vicious letters like you and to not become like the person who would write such a letter.

She also taught me not to return nasty treatment in kind, but rather, hope that the person who would write such a letter, would change for the better.

By the way, my mom just passed away several months ago. Don't ever again refer to her in such a vicious and ugly letter.

Sincerely,

Philip Rumore  
President

PR/mm