



**COMMON COUNCIL MEETING
PUBLIC COMMENT
THURSDAY, FEBRUARY 18, 2021**

Comments for 2/18/21- Albany Common Council/ Anti Replacement Worker Albany City Code

My name is Fred Pfeiffer. I reside at 124 North Pine Ave., Albany. I am a charter member of the Solidarity Committee of the Capital District and a retired labor representative and organizer as well as a machinist by trade. I have resided and worked in the area for almost fifty years.

I am commenting today on the Albany City Code- Article 5, Sections 62-5 through 8.

It is clear to me that the Intent of this ordinance is to protect workers' rights to collective bargaining and to negotiate a fair contract. To that end employers should not bring anyone into the dispute that is not directly involved such as out side strike breakers. This puts pressure on employers such as Albany Medical Center to negotiate fairly. When managers have to do the work of the workers they manage, they quickly appreciate what it takes to do the work.

Republican President Ronald Reagan broke the informal contract between business and labor not to use scabs as replacement workers. The result has been that honest relationships between employer and employee have broken down.

Most probably the Albany Code was enacted before the advent of the National Labor Relations Act and Board in the 1930's. Prior to the NLRA employers cut wages and forced employees to strike then used replacement workers to bust their union. The police were put in between the battling sides and compelled to side with property owners rather than workers. Pitched battles depicted in movies like Ironweed resulted in injury and death.

At some point public sentiment afforded the City leaders such as yourselves to enact legislation protecting workers and the citizens of Albany against outside replacement workers. They abolished the use of scabs to stop the undermining workers rights and resulting turmoil.

Regardless of whether Federal laws supersede local ordinances, the Council should publicly stand against the use of scabs both for public safety and to demonstrate the right of the RN's at AMC to a fair contract. The employer should not be allowed to beat workers into submission with its upper hand. The use of scabs is the hammer going up then coming down on the healthcare heroes who are praised for their work and at the same time castigated for exercising their right to withhold their labor when being treated unfairly. These frontline workers have shown up to fight the scourge of COVID-19 and in some cases forfeited their health and lives. That is super human effort and compassion. The use of scabs is not super, and we should never cede the right and responsibility to protect our workers.

Workers who create their own organization so that they can carry out their mission humanely for both patients and their families, are heroes. An employer ideally should say to the workers: "It's about time you respected your labor enough to stand up for yourselves. I welcome you and your union to register your voice for better operations and a budget that includes all of us."

When we see bosses and managers abrogating their responsibility to the community, it is incumbent upon us all to speak out. There has to be consequences. To paraphrase the words of Irish statesman Edmund Burke: "All that is necessary for the triumph of evil is that good people do nothing." Lets do something to balance the scales and give workers their democratic rights in a free society. Resolve to support the intentions and law of the Albany Code and make public your distain for the use of replacement workers to bust the voice, the union of the Registered Nurses at our Albany Medical Center.

Fred Pfeiffer

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| Name | Bill Ritchie |
| Address | Street Address: 196 Mount Hope Drive City: Albany State / Province: New York Postal / Zip Code: 12202 |
| Topic | <p>Resolution Calling for the enforcement of the City of Albany's Code Part I: Administrative Legislation / Labor Article V Strikebreakers.</p> <p>Common Council Members: Good Evening! I am writing to urge your support for the above resolution introduced by Council Member Thomas Hoey.</p> <p>Registered Nurses at Albany Medical Center have been trying hard for two years to conclude a labor agreement with their employer. It came as no surprise to me that following a one-day strike at AMC, management locked the nurses out for the following two days claiming that agency temporary (scab) employees were replacing these hard-working and competent employees. So much for patient care; so much for patient safety. The history of labor management relations at AMC reflects an animus which is at its heart is rabidly anti-union.</p> <p>We all want Albany Med. to be a great hospital and community partner. This wish cannot be realized as long as hospital management resorts to hiring hundreds of so called "replacement" workers, locking out essential workers, particularly during the present covid pandemic, and their lawyers continue to stonewall the legitimate contract proposals provided by AMC nurses.</p> <p>Albany is not the Wild West--it is a union town. No hospital or other entity in our community can be allowed to sabotage the legitimate efforts of working people to join a union; to fight for decent remuneration and working conditions and the best interests of their interests of the welfare of their patient/clients. Thank you for your attention to my statement of support for the resolution.</p> |

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| Name | Ray Bromley |
| Address | Street Address: 7 Berkshire Blvd City: Albany State / Province: NY Postal / Zip Code: 12203 |
| Phone Number | (518) 605-7585 |
| Topic | Albany's Med's disgraceful treatment of its Nurses. I support Tom Hoey's Resolution. |
| Name | Hannah Crodelle |
| Address | Street Address: 4 Shelbourne Dr City: Loudonville State / Province: NY Postal / Zip Code: 12211 |
| Topic | I wish to speak on issues pertaining to the global covid-19 crisis and poverty. As millions are rising out of poverty, the pandemic has pulled them right back in. I wish to speak about The Borgen Project, a national organization that works to engage citizens locally in efforts to see stronger U.S. leadership go toward improving living conditions at home and abroad. I wish to discuss how addressing global poverty abroad produces new jobs in America and in Albany, New York. |
| Meeting Date | 02-18-2021 |
| Name | James Kaufman |
| Address | Street Address: po box 77 Street Address Line 2: 54 O'Hanlon Ln City: East Berne State / Province: NY Postal / Zip Code: 12059 |
| Topic | I write to you today to urge you to support enforcement of the Anti-scab legislation which was adopted some seventy plus years ago in the city of ALbany NY but to my knowledge has not been enforced. Laws are supposed to create rights but only if enforced. This country provides the right to form a Union and bargain collectively with your employer. However, |

the right to withhold labor when the employer refuses to negotiate in good faith is lost when the employers can hire scabs to break strikes. This tips the scales in favor of the employer during labor disputes. Please adopt the resolution put forward by Councilman Hoey and force employers in the city of Albany to play by the rules.

Thank you
Jim Kaufman, Legislative Director
American Postal Workers Union Albany NY Local 390

Name Lawrence Wittner

Address Street Address: 78 Kakely Street
City: Albany
State / Province: NY
Postal / Zip Code: 12208

Topic My name is Lawrence Wittner, and I have lived in the City of Albany for the past 42 years. I reside at 78 Kakely Street. I strongly urge the Albany Common Council to support the resolution calling upon the City of Albany to enforce its code regarding strikebreakers.

The management at Albany Medical Center – one of the capital district’s largest, wealthiest enterprises -- tried for years to prevent the hard-working, underpaid nurses at its many medical facilities from voting to have union representation. Then, more than two years ago, after the nurses at Albany Medical Center, by an overwhelming vote, approved union representation by the New York State Nurses Association, management adopted the tactic that many unscrupulous employers use to destroy a fledgling union: denying it a first contract. In response to management’s tactic of bargaining in bad faith, the nurses and their community supporters have staged numerous rallies, picketed, held press conferences, posted lawn signs, and distributed literature. But management stubbornly refused to offer its workers a fair contract. Finally, in the context of a Covid-19 pandemic – when the nurses worked understaffed, without adequate personal protective equipment, and in risk of disease and death – they staged a one-day strike this past December. And what was the response of the management at

Albany Medical Center? It not only hired strikebreakers to replace the nurses on that day, but employed these same strikebreakers – at great expense – for an additional two days while it locked out the nurses!

This conduct by management of this giant local enterprise is unethical and, furthermore, under the City of Albany's Code, it is illegal. Therefore, I strongly urge the Albany Common Council to express its dismay with the behavior of Albany Medical Center's management by passing this resolution calling upon the City of Albany to enforce its code against strikebreakers.

Name Arthur Fleischner

Address Street Address: 62 Michigan Ave.
City: Troy
State / Province: New York
Postal / Zip Code: 12180

Topic I have lived in Troy, N.Y. for over 40 years and have used Albany Medical Center many times for myself and my family. The nursing staff has always treated us in a professional manner. I am aware that over two years ago, an overwhelming number of nurses voted to unionize; however, Albany Medical Center has refused to agree to a contract. Even more outrageous is their behavior during the unions one day strike when they violated an Albany Ordinance against the use of strikebreaking scabs. This law has been on the books for many years and should be enforced. I respectfully request the Albany Common council to follow the law and inpose sanctions against Albany Medical Center.

Name Dorothy Tristman

Address Street Address: 78
Street Address Line 2: Kakely Street
City: Alnany
State / Province: NY
Postal / Zip Code: 12208

Topic My name is Dorothy Tristman. I have lived in Albany since 1980. During that time, I have received care at Albany Medical

Center on numerous occasions. The nurses there have been superb--both professionally, and on a human, personal level. I am so grateful to them, and want them to receive all the benefits and recognition they truly deserve. It is my understanding that for the past couple of years the nurses at Albany Med. have been consistently obstructed in their legal right to organize and get a contract. This frustrating effort culminated in a one day strike by the nurses which was then PUNISHED by the hiring of strike breakers by the wealthy management of Albany Med, and the lock out of the striking nurses for an additional two days. I am told that this effort to punish the striking nurses violated a City of Albany Code against the use of strike breakers. I urge the Common Council to take a stand against this illegal and disgusting behavior on the part of Albany Meds management--frankly, they should be kissing the ground those hardworking nurses walk on!!! Please Albany Common Council--stand with the nurses by supporting the resolution asking the City of Albany to enforce it's code against strikebreaking.

Name Charles K. Alexander II

Address Street Address: 207 Sheridan Ave., Apt. 4
City: Albany
State / Province: NY
Postal / Zip Code: 12210

Topic Please support Councilmember Tom Hoey's resolution's calling on the city of Albany to enforce it's existing law against the use of strikebreakers in the city, specifically by Albany Medical Center.

Name Greg Giorgio

Address Street Address: P.O. Box 74
City: Altamont
State / Province: NY
Postal / Zip Code: 12009

Topic Strikebreaker's Law and AMC. While not a city resident, I am Secretary of the Upstate NY IWW. Ranch, with members living and working in Albany. AMC's forcing nurses of NYSNA out on strike and hiring scabs, while publicly claiming fair

bargaining and labor relations is an affront to common sense and the members of my mad every union. The Common Council has the power and legal precedent through an existing law to prevent t this sanctioning of unfair practices to continue threatening the lives and security of nurses at Albany Med.

in the midst of a pandemic. Please be attentive to this injustice and please enforce the existing Strikebreakers Law. An injury to one is an injury to all! Thanks.

Name Linda LeTendre

Address Street Address: 34 Greenfield Ave
City: Saratoga Springs
State / Province: NY
Postal / Zip Code: 12866

Topic Resolution Calling for the enforcement of the City of Albany's Code Part I: Administrative Legislation / LaborArticle V Strikebreakers

I urge you to enforce this code. Nurses do the bulk if the work in our health care system and deserve to be treated with respect, decent wages and working conditions.

Name Doug Bullock

Address Street Address: 77 Benson St,
City: Albany
State / Province: -NY -
Postal / Zip Code: 12206

Topic Resolution to enforce strikebreaker Ordinance Over 2 years go Nurses at Albany Medical Center (AMC) voted decisively for the Nurses union NYSNA and started negotiations. However AMC had hired an expensive anti-union Law firm which delayed good faith negotiations in order to bring a vote to decertify the union. After that effort failed the union called for a one day strike on 12/1/20with AMC hiring hundreds of replacement workers (scabs) on a 3 day contract which delayed an extra 2 days the job dispute and nurses going back to work. These replacement nurses were paid twice the rate of pay and bused in from all over the USA. This not only was

illegal under currern Albany City Code but was also an AMC budget buster. Please pass this Resolution on 2/19/21 and insist on enforcement of the Ordinance which prohibits hiring strike-breakers,

Name Lana Cable

Address Street Address: 41 Luther Road
Street Address Line 2: 41 Luther Road
City: Saratoga Springs
State / Province: NY
Postal / Zip Code: 12866

Topic In defense of Albany Medical Center's dedicated nurses, I wish to protest that Center's recent efforts to quash their union organizing. Not only during the current pandemic, but also during "normal" times, good public health management requires well trained nurses to be given the respect and full support they deserve as mandated by law.

Name Bret Benjamin

Address Street Address: 37 South Lake Ave
City: Albany
State / Province: NY
Postal / Zip Code: 12203

Topic I strongly support the resolution criticizing Albany Med's use of strikebreakers. It is outrageous that nurses should be treated with such indignity during a pandemic. The Albany common council should censure the anti-union, anti-worker, and anti-public-health actions of Albany Med. Please pass this resolution.

Name D. Alan Curry

Address Street Address: 101 S. Pearl SWt.
City: Albany
State / Province: New York
Postal / Zip Code: 12207

Topic This is to encourage the enforcement of the Albany municipal ordinance banning the use of strikebreakers in the current dispute at Albany Medical Center.

Name Sandy Steubing
Address Street Address: 44 Summit Ave.
City: 44 Summit Ave.
State / Province: Albany
Postal / Zip Code: NY
Topic A ban on strike breakers is it worth the law. Why would the common counsel even think of not advocating for enforcement is beyond me. The nurses deserve everything we can give them and more. Please use the ban on strike breakers to rain in the corporate management of Albany med

Name Megan Ferry
Address Street Address: 101 Fairlawn Ave
City: Albany
State / Province: NY
Postal / Zip Code: 12203
Topic I write in support of Nurses at Albany Med to unionize, and for the Albany Med to release its hiring information on nurse strike breakers to the Albany Common Council

Name Daniel Mosquera
Address Street Address: 101 Fairlawn Ave
City: Albany
State / Province: NY
Postal / Zip Code: 12203
Topic I'd like to write in firm support of the resolution. It is disheartening to witness that in the middle of a pandemic, the Albany Medical center management branch remains stubbornly married to a business model that is, simply, suicidal. Nurses and health service professionals are a lifeline into the present and future. We should be treating them with the care and respect they deserve, and treat them with a responsible and responsive attitude that will motivate them to love their work and perform it with the dedication we expect of them. They are community, our community! We should not be fighting for their right to demand fairness! When treated with dignity and given the dignity and independence of work conditions they deserve, everyone wins! That is the ultimate

goal of community. It is outrageous that after two years of demanding dignified labor conditions, we have come to this. The city should make Albany Med respond, professionally as well as communal. We, the city, have let them expand not to increase the wealth of a few but to increase the living conditions of the many. And they have ignored their ethical and responsible business calling calling. Society trusts nurses above any other professional entity for very specific reasons. Give them the dignity they deserve!

Name Ann Kistler

Address Street Address: 19 Crannell Ave
City: Delmar
State / Province: NY
Postal / Zip Code: 12054

Topic My name is Ann Kistler, and I have lived in the Capital Region for 40 years. I reside in Delmar. I am writing to urge the Albany Common Council to stand with the Albany Med nurses by supporting the resolution asking the City of Albany to enforce its code against strikebreaking. It has been upsetting and very difficult to watch how the nurses at Albany Med have been mistreated as they are consistently obstructed from their fully legal right to organize and get a union contract. Albany Med punished the nurses for a one-day strike by hiring (at a huge cost) strike-breakers, and locking the nurses out for two days.

Is this the way to treat people who have come to work and put their lives on the line during Covid, and who skillfully administer to us us when we are sick in the hospital? These nurses need and deserve our respect. It is in our best interest to stand with them, to support them, and to demand that they are treated like the professional they are. Anything less is shameful.

Name Jose Cruz

Address Street Address: 17 Holmes Dale
City: Albany
State / Province: NY
Postal / Zip Code: 12203

Topic It has come to my attention that nurses at Albany Medical Center called a 24-hour strike on December 1, 2020 in response to stalled negotiations and that instead of making an effort to negotiate Albany Medical Center Management hired hundreds of strikebreaker replacement nurses and locked its own nurses out for two days after the strike. Given that the City of Albany has on its books an anti-strikebreaking law I write to ask the Common Council to vote in favor of the resolution sponsored by councilman Tom Hoey calling for the Common Council to expresses its strong displeasure with Albany Medical Center Management at the apparent lack of good faith in its negotiations with the Nurses Union and to enforce its law code and prosecute Albany Medical Center Management for violation of City Law.

Name jordan F ferraro ferraro

Address Street Address: 8 south allen st
City: Albany
State / Province: ny
Postal / Zip Code: 12208

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Enforce this law. This is a pandemic and these are the people that have been working the hardest to fight it. Don't pay lip service by simply saying we support essential workers, actually do it when the it is within your power to do so. Thank you.

Name Katherine Mules

Address Street Address: 335 South Main Avenue
City: ALBANY
State / Province: NY
Postal / Zip Code: 12209

Topic I think it's very important that the City of Albany enforce its own laws regarding strikebreaking. Albany Medical Center flagrantly disregarded this law in their treatment towards Albany Med Nurses' strike.

Just as OSHA and the National Labor Relations Board have opened investigations into Albany Medical Center for its

questionable safety and labor practices, the City of Albany must prosecute those involved in Albany Medical Center's strikebreaking actions to the fullest extent possible, all the way up to its leadership.

AMC's leadership had produced the circumstances in which Albany Med Nurses felt obligated to strike, then openly hired strikebreakers in defiance of city law.

It is abundantly clear that Albany Med Nurses have Albany residents interests at heart, and that Albany Medical Center's leadership does not.

Perhaps, once Albany Medical Center's leaders understand that their actions have consequences, they will begin to make ethical labor and safety decisions instead.