



HERRICKS TEACHERS' ASSOCIATION

999 HERRICKS ROAD • NEW HYDE PARK, NY 11040 • PHONE & FAX (516) 248-7948

January 27, 2014

Mr. James Gounaris, President
Board of Education
Herricks Union Free School District
New Hyde Park, NY 11040

Dear Mr. Gounaris:

There is a duty by both the HTA and the Board of Education to bargain in good faith. In determining whether the Board is bargaining in good faith, the HTA will look carefully at the totality of tactics utilized by the Board. After just one initial Collective Bargaining Agreement ("CBA") Negotiations meeting on January 10, 2014, on January 24, 2014, the Board chose to publically transmit its position on Teacher Contract Negotiations via a widely disseminated blast listserve email. Importantly, the information listed on the Herricks website regarding CBA negotiations included more details and specificity than was originally provided to the HTA's PNC.

While it is your right to publicize your contract demands and list of concessions, I am writing today to determine if the Board intends to post via the internet each and every offer (and counter) that will be a by-product of future CBA meetings.

Although it is counterproductive to reaching a compromise, and not in the best interests of productive and good faith bargaining, the HTA is prepared to follow the Board's lead in terms of the level of public discourse regarding our negotiations that will be transmitted via the internet following each meeting. Contract negotiations are a delicate art form. Good negotiators can usually figure out a way to engage each other in a mutually acceptable manner.

I await your reply and ask that you respond in advance of our next CBA Negotiations meeting on February, 4, 2014.

Sincerely,

Nidya Degliomini
President

c.c. John Bierwirth
Juleigh Chin
Steve Clements
Helen Costigan
Nancy Feinstein

Brian Hassan
Deirdre Hayes
Karen Hughes
Larry Tenenbaum.
Christine Turner

AFFILIATED WITH N.Y.S.U.T., A.F.T. AND A.F.L. - C.I.O.