



**TC3 Adjunct Association, NYSUT, AFT, NEA, AFL-CIO**  
**C/O New York State United Teachers**  
**4983 Brittonfield Parkway, East Syracuse, NY 13057**  
**Phone: 315-431-4040, Fax: 315-431-4411**  
**Web: [www.tc3adjunctassociation.wordpress.com](http://www.tc3adjunctassociation.wordpress.com)**

Via Certified Mail, Return Receipt Requested

Carl Haynes  
President  
Tompkins Cortland Community College  
170 North Street, Dryden, NY 13053

October 20, 2014

Dear Dr. Haynes:

This is to serve as official notification to Tompkins Cortland Community College and the Counties of Cortland and Tompkins of the formation of the TC3 Adjunct Association (“TC3AA”), NYSUT/NEA/AFT/AFL-CIO.

We urge you to recognize the TC3 Adjunct Association as the bargaining agent for the purpose of negotiating salaries and all other terms and conditions of employment for all Adjuncts including tutors and dual capacity employees who are also employed as adjuncts at the College. We are prepared to demonstrate before a mutually agreeable neutral party that a majority of the employees in the above described unit have authorized the TC3 Adjunct Association, NYSUT/NEA/AFT/AFL-CIO. to act as their collective bargaining representative.

Upon receipt of this request for recognition, any unilateral changes by the College in salaries and other terms and conditions of employment would be a violation of Section 209-a(b) of the Public Employees Fair Employment Act (Taylor Law), Article 14 of the Civil Service Law and appropriate action will be taken. Should you decide not to respond to our request within thirty days, or if you decline to recognize our organization, it is our intent to submit a Petition for Certification to the New York State Employment Relations Board.

All copies of any correspondence pertaining to this matter should be sent to me c/o New York State United Teachers, 4983 Brittonfield Parkway, East Syracuse, NY 13057. Your prompt reply is appreciated.

Sincerely,

Julie Berman  
Organizer  
New York State United Teachers

CC: Elizabeth Larkin, Cortland County Clerk  
Auroria R. Valenti, Tompkins County Clerk  
TC3AA Organizing Committee Members  
Christopher Colabello, Staff Director, Syracuse Regional Office

