



Onondaga County Legislature  
**DEMOCRATIC CAUCUS**  
*Christopher J. Ryan, Democratic Floor Leader*

**LEGISLATORS:**  
Peggy Chase  
Linda R. Ervin  
Charles E. Garland  
William T. Kinne  
Mary T. Kuhn  
Christopher J. Ryan

Ms. Ashley Hicks  
Team Performance Manager  
620 Erie Blvd. W.  
Syracuse, NY 13204

***RE: Communication Service for the Deaf Workers Seeking to Join CWA***

Dear Ms. Hicks,

We are writing to express our strong support for the organizing rights of the Communication Service for the Deaf (CSD) workers who are seeking to unionize and join the Communications Workers of America.

As employees, CSD Telecommunications Relay Service Operators provide an essential communication service for d/Deaf and hard of hearing individuals. Their work fulfills CSD’s mission to advance opportunities for d/Deaf and hard of hearing communities. Issues workers are raising are fair wages and raises, job security, and a voice at work.

It is our understanding that the workers have formed a union—CWA-CSD Workers United, and are now asking for legal recognition to bargain with CSD management to institute binding structures that address existing and future workplace challenges.

We hope that management respects the workers right and desire to form a union and ensures a free and fair union election process by signing a neutrality agreement and recognizing the union when an independent third party verifies that a majority have signed union authorization cards. Management should not create any unnecessary obstacles to these workers having a voice in their workplace.

Respectfully,

*Chris Ryan*    *Linda Ervin*    *Mary Kuhn*    *William T. Kinne*    *Charles E. Garland*    **Peggy Chase**

**Christopher Ryan**    **Linda Ervin**    **Mary Kuhn**    **William Kinne**    **Charles Garland**    **Peggy Chase**  
**District 8**    **District 17**    **District 7**    **District 15**    **District 16**    **District 9**