

Pat Morin, EST
Empire State Regional Council of Carpenters
14 Saw Mill River Road
Hawthorne, NY 10532

February 4, 2010

On December 22, 2009 you informed me you were "shutting down the Organizing Office, eliminating the position of Organizing Director", and slashing my salary. You have repeatedly questioned me on the long standing rumor (fueled by staff and delegate discontent) that I would run against you in the upcoming election for the position of EST. I had steadfastly told you I would not run and offered several times to takes steps to disqualify me not only for running for EST, but also from the ability to attend the UBC General Convention as a delegate.

I have endured politically motivated harassment, humiliation, disregard, and total disrespect from you for some time now. You have done all this never with the good of our Union in mind. You have repeatedly ignored and never answered or returned my e-mail or phone messages and requests to discuss Union business making it impossible to perform my job.

These reasons and many, many more have compelled me to conclude that you have constructively discharged me (effective immediately) from my remaining position of Political Director. You never even informed me of the amount of my new salary. I had to wait for my paycheck in the mail for more than two weeks to find more than a 40% reduction in pay. You have demonstrated a lack of any commitment to advancing the Council's standing in the political arena. You have consistently denied contributions to political candidates and committees'. You have directed staff to resign from any Boards (planning, zoning, economic development etc...) requiring their attendance during daytime hours, further weakening our political standing and ability to secure work for our members. These reasons and others were also cited by our former political director upon her resignation nearly a year ago.

I request that the ESRCC Department of Motor Vehicle license plate search account put in my name and drivers license number be cancelled, and that my name be removed as ESRCC P.A.C. treasurer. I request you send me verification to my home address documenting the changes on these accounts and a paycheck for my remaining vacation time.

Michael Conroy
19 Barbara Anne St
Manorville NY 11949

cc: UBC General President Douglas McCarron
UBC Secretary Treasurer Andris Silins
UBC Eastern District V.P. Frank Spencer
ESRCC delegates