

More Ideas for a Better Buffalo Niagara

- 1) New York State should end disinvestment in WNY nursing homes.
- 2) Buffalo needs a new train station with connections to all other modes of transportation
- 3) New York State should pass Pay Gap Legislation which will prohibit employers from seeking salary history from prospective employees.
- 4) The Buffalo Public Schools should come into compliance with the law and improve its recycling program

End Disinvestment in WNY Nursing Homes.

NY Department of Health needs to be the leader in holding nursing home ownership/management accountable for resident care by doing the following:

- Enforce existing violations for substandard care under Federal and State Law and concurrently cite for violations directly correlated to insufficient staffing (i.e. pressure ulcers).
- Make Certificate of Need (CON) procedures more transparent, obtain input from local Long Term Care Ombudsman Programs and residents in nursing homes owned/managed by the proposed new ownership/management.
- Work with Medicaid Managed Long Term Care Plans to ensure the Plans are tying payments, funded by Medicaid, to nursing homes with quality care.

NY Legislature should pass legislation to improve nursing home resident care:

- Safe staffing bill requiring nursing homes meet appropriate staffing ratios of direct care staff.
- Nursing home diversion bill that mirror's the policy in effect for hospital emergency rooms by diverting incoming residents to other nursing homes who can provide proper care.

Buffalo Needs a New Train Station with Connections to all other Modes of Transportation

The City of Buffalo should commit to complete multimodal connectivity as it develops plans for a new train station. The planning committee recently formed by Mayor Brown should work with area transportation leaders including the NFTA, the GBNRTC, CRT and GoBike Buffalo, to ensure access to all forms of intermodal connections. The final proposed location for the station, wherever it may be, should include provisions for serving all incoming and outgoing intercity trains to connect to

- Metro Bus and Rail,
- Greyhound and other intercity buses,
- Private shuttles (e.g., to hospitals, jails, employment),
- Bicycles (storage, sharing/rental services),
- The Buffalo Niagara International Airport,
- Car rental / ride sharing services,

- Taxicabs.

The planning study should include cost estimates and allocations for the needed infrastructure to accommodate these connections. The multimodal station should also accommodate future plans for high-speed rail to and from NYC, Canada and Chicago.

Pay Gap Legislation

New York State should pass Pay Gap Legislation (A05982/S06342) which will prohibit employers from seeking salary history from prospective employees.

New York State should lead the nation in preventing wage discrimination, creating equal earning potential for all workers regardless of age, race, gender, religion, sexual orientation, or other demographics at risk for discrimination.

Pay Gap Legislation prohibits employers from seeking salary history from prospective employees and also establishes a public awareness campaign.

- In NYS, women are paid approximately 86% of men's median earnings for similar roles; percentages are between 60-70% for minority workers.
- Employers often use previous pay to benchmark and/or make a determination for a salary offer; this practice disadvantages women and minorities who tend to have had lower salaries as the result of historical and structural inequalities.
 - Not only does this result in disparate pay between employees at the same organizations and companies, but it serve to perpetuate broader socio-economic inequalities.
- At the current rate of compensation increase, women will not see equal pay with men until 2152 (AAUW).

According to Business First (April 2016) men in western New York earn 39.1% more than women in similar positions. If this legislation passes, women and minorities in Western New York with the same qualification and experience as men should hopefully receive the same pay as men going forward.

Recycling at the Buffalo Public Schools

The Buffalo Public Schools should take the following steps to come into compliance with the law and improve its recycling program:

- instruct each school promptly to come into compliance with City of Buffalo law by recycling all recyclable materials and to report to the Superintendent and Board within 30 days of this resolution on the steps it has taken to come into compliance; and

- instruct each school to involve students in its recycling efforts and teach them the benefits and ease of recycling and to report back to the Superintendent and Board on its efforts;
and
- instruct staff that future waste contracts must include a district-wide recycling policy and program that includes uniform collection of all required recyclables for each school.