



New York State  
**PUBLIC EMPLOYEES  
FEDERATION AFL-CIO**

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**OFFICERS:** February 12, 2025

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Ray Brook, New York 12977

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**TRUSTEES:**

Christopher Buman  
Bruce C. Giddings  
Muriel Hardy-Lee

**Re: Hostile and Toxic Work Environment**

Dear Board Members:

As dedicated staff members, we are writing to raise awareness of an ongoing issue that is significantly impacting our ability to serve the public and uphold the agency's mission to protect and steward the unique natural, environmental, and cultural resources of the Park.

In recent years, our workplace has become increasingly defined by a hostile and toxic environment stemming from executive management's actions and behaviors. Staff have experienced or witnessed numerous instances of intimidation, belittlement, bullying, and disregard for professional input. This culture of fear has eroded morale, stifled collaboration, and led to the resignation of highly skilled professionals and the loss of institutional knowledge. Compounding these issues are executive management's troubling trends in hiring and promotional practices, which raise serious ethical concerns. These patterns have not only diminished staff morale, but have also undermined the Agency's overall effectiveness.

Efforts to raise these concerns internally have been met with resistance, retaliation, bullying, and isolation, or been ignored altogether. This dynamic undermines staff's ability to function effectively and fulfill the agency's responsibility to the people of New York State.

We believe in the mission of the Adirondack Park Agency and its critical work to safeguard one of the nation's most precious landscapes. However, this mandate cannot be achieved when employees work under persistent stress and intimidation. It is imperative that State officials and the public understand the seriousness of this situation.



We are calling for an independent review of the agency's workplace culture and leadership practices. Only through accountability and reform can we restore a positive and respectful work environment that empowers staff to excel in their roles and ensure the agency's long-term success.

Sincerely,

Twenty current members of Adirondack Park Agency staff, names withheld due to ongoing retaliation

cc: Elaine Caldwell  
John Ernst (via email)  
Arthur Lussi (via email)  
Daniel Wilt (via email)  
Zoe Smith (via email)  
Mark Hall (via email)  
Kenneth Lynch (via email)  
Benita Law-Diao (via email)  
Matthew Tebo (via email)  
Joe Zalewski (via email)  
Bradley Austin (via email)