



## National Association of Government Employees

*AFFILIATED WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION*

September 4, 2019

Governor Charles D. Baker  
State House  
Boston, MA 02133

Dear Governor Baker,

It has become increasingly clear from ongoing conversations with representatives of your Office of Employee Relations that you intend to move forward and implement a plan to begin taxing your employees to fund the new Paid Family Medical Leave Program, even though you have a legal obligation to bargain over it.

The vast majority of state employees represented by NAGE will never be able to use the program. I am therefore formally requesting that your administration cover the entire cost of the new PFMLA program, or exempt bargaining unit employees from the program entirely, thereby exempting them from the collection of any payroll tax.

I would be more than happy to discuss this matter with you and remain available at your convenience to do so.

Sincerely,

A handwritten signature in black ink that reads 'David J. Holway'.

David J. Holway  
National President