



## National Association of Government Employees

AFFILIATED WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION

December 17, 2021

Governor Charles D. Baker  
State House  
Boston, MA 02133

Dear Governor Baker:

As the people of Massachusetts prepare for the onslaught of the Omicron variant and the anticipated fallout of yet another phase of a pandemic that is about to enter year 3, it is imperative that your Administration be responsive and thoughtful in its approach to safeguarding the state workforce against the new variant and its anticipated impacts.

In this spirit, NAGE urges your leadership in immediately returning all employees to telework who have been deemed eligible to telework. The hard work in determining telework eligibility and scheduling has already been done by your team. This is simply a matter of re-activating a plan that has already been in place and was tremendously successful on multiple fronts. Moving quickly to reinstate full telework will also send a much-needed message to many managers who seem to be disregarding your Administration's stated vision for the future of work by unnecessarily calling employees back to the office who do not need to be in the office to do their jobs.

Additionally, we urge your strong support for another round of hazard pay for those state employees who will not be eligible for telework and must continue to report into their jobs in order to keep state government running. It is critical that we are prepared to compensate our in-person workforce in a timely manner. We will once again rely upon these employees to carry the Commonwealth on their shoulders through yet another phase of this pandemic. They should be rewarded for the work they will do and should not have to wait another two years for that reward.

I fully understand the fatigue associated with this pandemic and sympathize with the challenges that you have faced as Governor over the past 2 years. We are all ready for this pandemic to be done, however, because the pandemic does not appear done with us, we must act swiftly and responsibly to protect the state workforce. We must ensure that we weather this next phase of the pandemic as well as we have the earlier phases.

I would be more than happy to discuss these concerns and requests and appreciate your rapid consideration as time is of the essence.

Sincerely,

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

David J. Holway  
National President