



March 1, 2021

Governor Charles D. Baker
State House
Boston, MA 02133

Dear Governor Baker,

On a number of occasions during the past several years, you have taken the time to write to employees of the Executive Branch, thanking them for the work they do every day and the difference they make in the lives of so many residents of the Commonwealth. These expressions of recognition and gratitude have been appreciated.

As time goes by, however, there is a growing gap between these expressions and the tangible actions taken by your Administration concerning the ability of these employees to support themselves and their families on the wages they receive from the Commonwealth. It has been more than a year and a half since our members have received a raise in pay. Given the indications offered by your negotiators, there are no raises in sight. All the while, your employee's ability to maintain their standard of living erodes day by day.

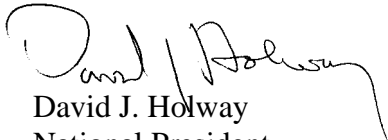
While they receive thanks but no pay increases, they read about the substantial increase in average household income in Massachusetts over the past several years. They also read that much of the leadership of state government will be receiving pay increases, reflecting those gains. While we can respect your decision to decline your own personal raise, the overwhelming percentage of our members are in very different economic circumstances and can hardly agree to fall further behind.

NAGE has been happy to work with your administration on a number of your key initiatives. We have also been generous in recognizing your leadership throughout the pandemic, including the commitment to telework. However, when it comes to fairly compensating state employees, your administration's record is lacking. Your administration is on track to be the first since Governor Romney's where the standard of living of state employees actually declines.

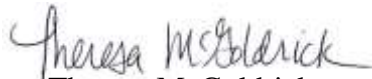
Now is the time to take steps to correct this inequity. The pandemic is finally headed in the right direction, revenues are above projections and federal stimulus assistance is on the horizon. We have consulted with the leadership of all of the major unions representing Executive Branch employees, and all are in agreement. We all feel the same way about the unfair compensation for our members, and you will be hearing from all of us. We are asking you to reconsider the approach to contract negotiations your team has taken to date, direct them to negotiate contracts that fairly compensate state employees and that they do it **now**.

We appreciate your attention to this important matter.

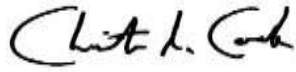
Sincerely,



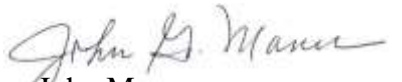
David J. Holway
National President




Theresa McGoldrick
President, Local 207



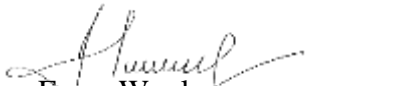
Chris Cook
President, Local 282



John Mann,
President, Unit A/Local 292



Leo Munroe
President, Unit C/Local 219



Faren Woolery
President, Unit D/Local 368