



## National Association of Government Employees

AFFILIATED WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION

March 23, 2020

Governor Charles Baker  
Commonwealth of Massachusetts  
Massachusetts State House Room 280  
Boston, MA 02133

Dear Governor Baker:

I am writing first to thank you on behalf of our members for the directives you have issued to reduce state government operations to core functions only, and to maximize use of alternative arrangements such as telework to further reduce the risk of contagion to both employees and the public.

We believe that these actions have had significant, positive impact.

The second reason I am writing, however, is due to the fact that some of your managers in a number of different agencies have not complied with your directives. Our Local Union Presidents receive daily reports of managers who are ordering their employees to report to their work locations and conduct business as usual. In most of these cases, the managers have made little effort to distinguish between core functions that are actually essential, and functions which can be delayed without harm to persons or property. Many duties and responsibilities that have historically been deemed non-essential are now being labeled "core" functions to force employees to report to work.

The Southeast Region of the Department of Mental Health, for example, is requiring administrative employees to report to their regular work locations and conduct business as usual. The Registry of Motor Vehicles is still issuing Learner's Permits. The Merit Rating Board is ordering all of its employees to report to the office, even though maintaining social distancing is virtually impossible. The Child Support Enforcement Division of DOR is one of the biggest offenders and is moving in precisely the opposite direction of your orders to perform only core functions and maximize telework opportunities

We have reported all of these problems and many others to the designated contacts within the Human Resources Division. In some cases, they have been successful in bringing recalcitrant managers into compliance with your directives. In many others, however, local management has persisted in their actions despite your orders.

On behalf of our 15,000 members, I am asking that either you or Secretary Heffernan issue a new and more forceful directive telling such managers to fall into line.

Again, I thank you for your actions to date and look forward to seeing your policy fully implemented across the Executive Branch.

Sincerely,

A handwritten signature in black ink, appearing to read 'David J. Holway', written over a light blue horizontal line.

David J. Holway.  
NAGE National President