

TO: All EHS Employees

CC: Catherine Starr

FROM: Secretary Sudders

DATE: November 17, 2020

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Greetings,

As I attempt to convey in my monthly message to you, please accept my continued appreciation for the work you do each and every day delivering a responsive and reliable state government for the people of Massachusetts.

2020 has brought unprecedented challenges to our personal and working lives. We can all feel great pride in the resiliency and flexibility demonstrated by our workforce to meet the needs of the Commonwealth's constituents even with the constraints imposed by COVID-19. Whether staffing the front lines of crucial in-person services or remotely delivering support and care, Commonwealth employees have distinguished themselves in innumerable ways during this unique period.

Over the past eight months nearly half of the Executive Branch workforce shifted to telework, accelerating technology enhancements that were already underway and ushering in new approaches to many long-standing work practices. In August, I wrote to inform you that existing telework schedules would remain in place until the end of the calendar year, as we plan for a return to the workplace that incorporates lessons learned over the past several months, including more regular telework. That planning is well underway and will continue through the rest of this year and into early 2021.

Today, I am writing to update you that unless otherwise informed by their managers, all staff currently teleworking for part or all of their work schedule will continue to do so until at least the beginning of March, while we continue work on our long-term plan. We expect to share a more detailed approach for returning to work in early 2021.

Thank you for what you do each and every day in working to make state government responsive for those who look to us for support in good times and bad. Take care.

Sincerely,

[Signature]