



National Association of Government Employees

AFFILIATED WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION

October 8, 2008

Paul T. Edgar
Director of Human Resources
Administrative Office of the Trial Court
Two Center Plaza
Boston, MA 02108

159 Burgin Parkway
Quincy, MA 02169

Re: Regressive Bargaining

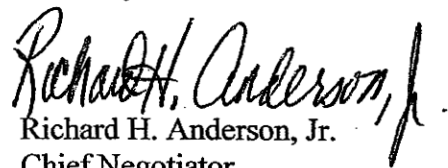
617.376.0220

Dear Mr. Edgar:

I am in receipt of your letter of October 6, 2008, and I am appalled that the Trial Court is engaging in such conduct. Prior to the commencement of fact finding, the official on-the-record position of the Trial Court included wage increases of three percent (3.0%) each year for fiscal years 2008, 2009, and 2010, as well as an eighth step in fiscal year 2008 for those bargaining unit positions that do not currently have an eighth step, an increase in the Trial Court's contribution to the health and welfare fund of \$1.00 per week in fiscal year 2009 and an additional \$1.00 per week in fiscal year 2010, and an increase of \$50.00 in the uniform allowance.

Your October 6th letter to me removes all of these offers from the Trial Court's position. It is the belief of NAGE that this action by the Trial Court constitutes regressive bargaining, and violates the Trial Court's obligation under M.G.L.c. 150E to bargain with the Union in good faith. NAGE intends to pursue all avenues available to it to force the Trial Court to bargain with it in good faith. To that end, NAGE will be filing an unfair labor practice charge against the Trial Court with the Massachusetts Division of Labor Relations.

Sincerely,


Richard H. Anderson, Jr.
Chief Negotiator