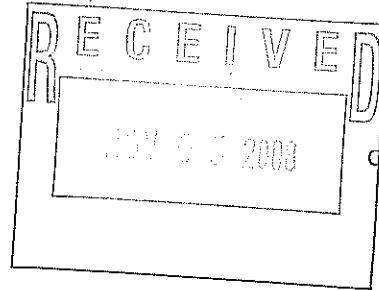




THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
ONE ASHBURTON PLACE, BOSTON, MA 02108

DEVAL L. PATRICK
Governor

TIMOTHY P. MURRAY
Lieutenant Governor



LESLIE A. KIRWAN
Secretary

PAUL DIETL
Chief Human Resources Officer

November 3, 2008

VIA 1st CLASS MAIL
Attorney Richard Waring
NAGE
159 Burgin Parkway
Quincy, MA 02169

RE: Saturday Holiday Settlement, OER# 07-37041, ARB# 6379; SUP 07-5342

Dear Richard,

Please find enclosed the Executed Settlement Agreement between the Department and the Union/Grievant. Please do not hesitate to contact me should you have any questions or concerns.

Sincerely,

John Marra
General Counsel

SETTLEMENT AGREEMENT

NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES)	
and)	OER# 07-37041
COMMONWEALTH OF MASSACHUSETTS)	Arb# 6379
)	SUP-07-5342
)	Gr: Class Action

WHEREAS, the parties desire to settle in an amicable manner all claims which have arisen regarding the above grievance, and any and all other related grievances, the Commonwealth of Massachusetts (hereinafter referred to as "the Commonwealth") and NAGE (hereinafter referred to as "the Union"), through their respective legal counsel, have successfully entered into negotiations which have resulted in a compromise settlement upon the following terms and conditions:


NOW, THEREFORE, the Commonwealth and the Union in consideration of their mutual promises and covenants contained herein, agree as follows:

1. Whenever a legal holiday falls on a Saturday, State Agencies may recommend that employees take off the preceding Friday or following Monday of the Saturday holiday. However, except for operational reasons, employees will not be required to take either of those two days off. Employees who work both the preceding Friday and following Monday of the Saturday holiday will earn a compensatory day to be taken at a time approved by the agency head within 60-days of the Saturday holiday.

2. The portion of the Legal Holiday Memo that pertains to Saturday Holidays shall be changed to the following: "Under the provisions of Chapter 4, Section 7, Clause Eighteen, legal holidays that fall on a Saturday shall be observed on that day. All offices under the jurisdiction of any department of state government shall be open to the public for business on the Friday preceding any Saturday holiday. *As many employees as possible should be given the preceding Friday or following Monday of that Saturday*"

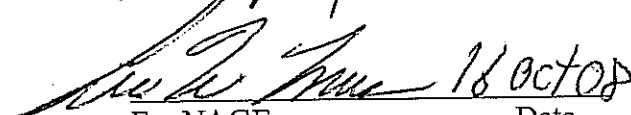
holiday off. However, employees who work both the preceding Friday and following Monday may earn a compensatory day to be taken at a time approved by the agency head within 60-days of the Saturday holiday."

3. The Union will withdraw OER# 37041, Arb. #6379 and SUP-07-5342 with prejudice.
4. This agreement shall not serve as precedent in any pending or future matter; however, the agreement itself is enforceable in any appropriate forum.
5. No party hereto admits to or concedes any facts or arguments that may have been raised in this or any other matter between the parties.
6. The parties agree that this Settlement Agreement constitutes a full and final settlement of the above referenced grievance. The Union agrees that it will not bring any action in any other forum relating to the facts or issues that are the subject of the above referenced grievance.


For Commonwealth 10-28-08
Date


For NAGE 10/15/08
Date


For NAGE 10/16/08
Date


For NAGE 16 Oct 08
Date


For NAGE 10/16/08
Date


For NAGE 10/16/08
Date