



MASSACHUSETTS ORGANIZATION OF STATE ENGINEERS AND SCIENTISTS

JOSEPH DORANT, PRESIDENT
B. MARIE CUNNINGHAM, VICE PRESIDENT

ALLEN BONDESON, SECRETARY
VINCENT LONG, TREASURER

Dear MOSES member;

Enclosed, please find your ratification ballot, instructions for voting, a summary of the concession package and an explanation of how we got to this point.

Your bargaining team has labored over the past 3 to 4 months with this proposal from the Commonwealth and has voted to bring it to the membership at this time. We recommend a vote to approve this package; our reasons are included below.

As you are all aware, after more than 2 years of negotiations, the bargaining team reached a proposed successor agreement with the Commonwealth last spring. That agreement includes improved language in some of our Articles, all of which have been implemented and are currently in force. The successor agreement also included salary increases (1% in July 09; 3% in July 10, 2.5% in July 11 with an extra 0.68% for those at step 11 and 0.86% for those at step 12). The funding for the salary increases needed approval of the Legislature. That approval has not been forthcoming nor does it appear likely unless we agree to these concessions.

The Commonwealth has indicated that the Legislature will agree to fund the salary portion of our Contract if we agree to take furloughs. The 1% that was to take effect last July would instead go into effect on June 30th, 2010, and the other yearly increases would also be pushed back one year, all starting on June 30th in each respective year. In addition, the Commonwealth would agree to reimburse the membership for any health care increases approved by the Group Insurance Commission (GIC) on November 20, 2009 and any future increases approved by the GIC in fiscal years 2010 and 2011. This includes the increases to co-pays and new deductibles that range from \$250 to \$750 (single/family) each year beginning on February 1, 2010. These reimbursements would cover the period through June 30, 2011. The Governor has agreed to seek no additional percentage increase in the current premium split between the Commonwealth's share and our own until June 30, 2011 and to reject any budgetary increase if proposed by the Legislature.

It should be understood by all, that NO furlough will commence UNLESS the Legislature provides funding for our contract and the Governor signs the legislation.

Some background as to how/why we are here.....

Last October, the Secretary of Administration & Finance (A&F) was required to revise the current fiscal year budget downward due to revenues falling below the monthly benchmarks originally set. A&F's revenue projections for the rest of the year amounted to a \$600 million shortfall when compared to July's numbers. Budgets across the state were revised downward to

reflect the \$600 million expected shortfall. One of the options available to the Governor is to institute 9C cuts, typically layoffs. The layoffs in each Agency that you have seen so far have been the result of the 9C cuts.

In addition, as part of closing the \$600 million dollar expected shortfall, A&F directed that the state employee union membership absorb \$35 million through 'payroll modification'; Unit 9's portion totaled \$2.7 million. The Commonwealth proposed to accomplish this through mandatory furloughs. Their suggested tier system which would place a higher percentage burden on some of our members than on others was rejected in favor of an equal distribution over the entire membership. We have been informed that any bargaining unit that rejects furloughs will have their apportioned amount of the \$35 million made up in layoffs. So where the furloughs weren't meant to save jobs, agreeing to them will prevent additional layoffs.

We ask that you take some time to review the enclosed Memorandum of Understanding (MOU). Beyond what has been explained above, you will note that should revenues improve to certain benchmark numbers the salary increases will take effect either 3 months or 6 months earlier.

We all have a lot to think about.

Sincerely,

Collective Bargaining Co-Chairs,

Paul Hoey and B.Marie Cunningham

And the Collective Bargaining Teams

MASSDOT:

Allen Bondeson
Mohammed Farooqui
Robert Fitzgerald
Norman Goldman
Paul Kelly
Wallace McCarroll
Mickey Splaine

COMMONWEALTH:

Chris Bresnahan
Steve Hawko
Tom Natario
Jill Clemmer
John Grady
Alex Smigliani
Daane Crook