



## MASSACHUSETTS ORGANIZATION OF STATE ENGINEERS AND SCIENTISTS

JOSEPH DORANT, PRESIDENT  
E. MARIE CUNNINGHAM, VICE PRESIDENT

ALLEN BONDESON, SECRETARY  
VINCENT LONG, TREASURER

December 13, 2010

Jeffrey Mullan, Secretary  
Massachusetts Department of Transportation  
10 Park Plaza, Suite 3170  
Boston, MA 02116

Dear Secretary Mullan,

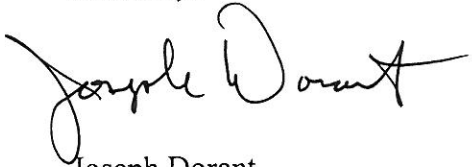
The membership of MOSES is frustrated, the Board of Directors of MOSES 9 is frustrated, our legal staff is frustrated, Vice-President Marie Cunningham and I are frustrated and yet we strive to remain patient in anticipation of memorializing and executing what you have termed the most significant issue for MassDOT, the Master Labor Integration Agreement. This process has moved more slowly than any reasonably patient party would have ever imagined, now approaching 20 months since the parties first convened in April of 2009.

The State Unions (and, likely MassDOT Management) reasonably believed that the execution of the Agreement was imminent in late August of 2010. That message has optimistically and, in hindsight, perhaps foolishly, been conveyed by Attorney James McDonagh and I at every monthly MOSES Board of Directors' meeting since September 14<sup>th</sup>. The MOSES membership has remained supportive of the agreement that we reasonably and in good faith believed was completed at the end of October. Marie and I were, in fact, at the Transportation Building to sign the document on November 2. Today is December 13, 2010 and any agreement remains an illusion.

As this latest in a long series of eleventh hour demands by some at the table continues to hold the vast majority of participants hostage, I urge you to commit to implementing Step 13 effective January 1, 2011. Those we represent remain supportive of the terms to which we have agreed and they are not responsible for the delays. As you are well aware the MOSES represented employees have continued to work alongside the former Turnpike employees at lower salaries. The longer this agreement remains illusory, the more money those employees will be forfeiting—through no fault of their own; while those responsible for the delay continue to reap the benefits of the glaring wage inequities that will, on a daily basis, challenge any harmonious integration of the MassDOT workforce.

When does enough become enough? How much longer is too long? When does pay parity begin? When do these questions get answered? I believe the MLIA is MIA and many in my membership are thinking that this whole process has been a waste of union resources and time and energy and that they have been sold a "bill of goods". I am not sure how much longer the membership is going to believe me and quite frankly I don't blame them.

Sincerely,

A handwritten signature in black ink, appearing to read "Joseph Dorant". The signature is fluid and cursive, with a large initial "J" and "D".

Joseph Dorant  
MOSES, President

cc: Michael Rutherford, MassDOT  
Kenneth Webber, MassDOT  
Kevin Preston, NAGE  
Joseph Delorey, AFSCME