



THOMAS M. MENINO
MAYOR

CITY OF BOSTON

OFFICE OF LABOR RELATIONS

JOHN D. DUNLAP
DIRECTOR

January 13, 2009

Dear Union President:

The City of Boston is confronting an extremely serious financial situation - one that is virtually unprecedented. The City is anticipating a major reduction in state aid for the upcoming fiscal year and may even receive a mid-year reduction in local aid during this fiscal year. Additionally, local revenues are weakening in response to the national economic crisis. At the same time, the City's fixed costs have continued to increase. The City's budget simply cannot sustain the current level of services and personnel.

As a result, Mayor Menino is asking all of the City's personnel, both union and non-union, to work together to protect core City services and decrease the number of positions that may need to be eliminated.

To avoid damaging and potentially irreversible consequences for our taxpayers and employees, the City is taking the step of asking your union, along with all of the other unions in the City, to delay the effective date of the negotiated Fiscal Year 2010 wage increase for one year. Additionally, the City is asking your union to agree that all step increases that are scheduled for FY2010 take effect one year later than scheduled. Acceptance of this proposal by our unions would, we believe, based on current budget projections, save a substantial number of City employees' jobs.

The City recognizes that asking you to consider this proposal during the life of a negotiated contract creates enormous challenges for you and your members. However, the magnitude of the current fiscal situation requires a partnership from all parties to avoid the type of job loss and loss of services that are becoming commonplace in other cities and towns, not only in Massachusetts, but across the country.

The City will be making a presentation to all unions on the current financial situation in order to address any questions you may have on this matter. Our goal is to be as transparent as possible in sharing the fiscal challenges facing the City. This presentation will be held on Thursday, January 15th at 10:00 AM in the Eagle Room on the 5th floor of Boston City Hall. Please call the City's Office of

Labor Relations at 635-4525 to confirm your attendance. Seating will be limited so please limit your attendees to union officers, business agents and/or counsel.

The City strongly hopes you will be willing to meet and negotiate over the proposal that is outlined in this letter. The City's Office of Labor Relations will be contacting you within the next twenty-four hours to schedule such a meeting.

Again, your consideration of this most difficult but necessary request is greatly appreciated. The City hopes that we are able to work together during this economic crisis to preserve services and minimize long term impact on our workforce.

Sincerely,



John D. Dunlap
Director of Labor Relations