

COMMONWEALTH OF MASSACHUSETTS
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July 22, 2009

President Lawrence Bacow
Office of the President
Tufts University
Ballou Hall, Second Floor
Medford, MA 02155

Dear President Bacow:

As a Tufts Alum and State Senator, I am writing to highlight the recent union organizing efforts of the Tufts Employee Association (TEA). In recent weeks I have attended informational meetings with TEA organizers and I am encouraged by their positive efforts to ensure workers' rights at the University.

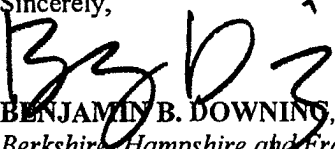
As you know, prior to serving in the Massachusetts Senate I worked in the Capital Hill offices of Congressmen Bill Delahunt, Richard Neal and John Olver and began my time at Tufts UEP. From these experiences I understand the value of the TEA's efforts and positive organizing method and see many commonalities between TEA and Tufts. I believe the union will be a positive presence at Tufts, and that they will organize and educate workers in a fair, free and open way.

As I have become familiar with the organizing drive at Tufts, I have also become aware of Tufts' concerns. While I understand your need to look out for the good of the entire University, I believe these concerns do not merit any action to thwart the organizing effort. I encourage you to permit a free, fair and open union drive and engage TEA as partners.

While at Tufts, I was impressed by the dedication of all members of the Tufts community, including those who will be eligible for TEA. I am confident that if given access to all available information about the union, they will make a careful, intelligent, and balanced decision about whether or not a union is right for them and for Tufts.

Thank you for your consideration, time, and your excellent service at Tufts University.

Sincerely,


BENJAMIN B. DOWNING, *State Senator*
Berkshire, Hampshire and Franklin District