



THE GENERAL COURT OF MASSACHUSETTS
STATE HOUSE, BOSTON 02133-1053

Tufts Employee Association
15 Mount Auburn Street
Cambridge, MA 02138

Dear Tufts Employee Association (TEA),

As a State Representative and union member, I am writing to congratulate you on the outstanding work that you have done in your organizing drive at Tufts University. I recently had a chance to learn more about your campaign, and am very impressed by the means through which TEA is creating positive change at Tufts.

I have been a proud and active member of the International Brotherhood of Electrical Workers for 11 years now, and I have benefitted and learned a great deal from my membership and activity in my union. I believe that employees everywhere have a lot to gain from being in a position where they can bargain collectively and have a voice at their workplace. I believe that the TEA method of organizing, which focuses on forming strong relationships throughout the place of employment, is an especially powerful way for employees to represent themselves. While many unions focus on grievances and problems within the workplace, TEA focuses on the strength that individuals can gain from working together to create a community. I believe that other unions could benefit from learning from this model, and hope that you will continue your visionary work.

As you proceed in your organizing drive, I hope to be kept current of your progress. Please do not hesitate to contact me for any assistance that I may be able to provide.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Mark". The signature is fluid and cursive, with a large initial "P" and a long horizontal stroke extending to the right.

Paul Mark
State Representative
2nd Berkshire District