

The Commonwealth of Massachusetts
House of Representatives
State House, Boston, MA 02133-1054

JAMES J. O'DAY
REPRESENTATIVE
14TH WORCESTER DISTRICT

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Tufts Employee Association
15 Mount Auburn Street
Cambridge, MA 02138

April 8, 2011

Dear Tufts Employee Association (TEA),

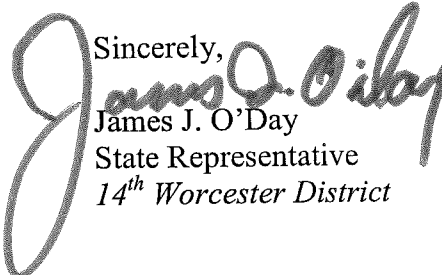
As a State Representative and long-time union member and activist, I am writing to commend you on the recent progress that you have made to form a union at Tufts. I have recently had a chance to learn about your organizing efforts, and I am very pleased to be able to lend my support to your cause.

As a legislature and lifelong resident of Central Massachusetts, I am most interested in how the organizing efforts of TEA will affect the residents of Central Massachusetts who work at the Cummings School of Veterinary Medicine at Tufts University in Grafton. The Cummings School is a major employer in the area, a recipient of state funding, and an outstanding center of veterinary care and research. The Cummings School employs a primarily female workforce, all of whom are incredibly dedicated to the well-being of their animal patients and to working professionally with their patients' owners. Throughout history, predominantly female professions are paid and some might say have also been less valued by society. The ability to organize has helped women workers make great strides towards improving the quality of life in their workplace and improving workers rights in general. TEA is very experienced in organizing workforces that are largely composed of women, and believes strongly in the importance of valuing and doing good work.

I believe that TEA is very naturally suited to provide an excellent community structure to the staff members of Tufts University who work in Grafton. TEA's organizational connections with the SHARE unions, which represent members both at UMass Memorial Hospital and UMass Medical School in Worcester, show how important these values are in building strong organizations, and demonstrates the benefits that employees can gain from union representation.

Please keep me informed of any developments in your ongoing campaign, and let me know if I can ever be of further assistance.

Sincerely,



James J. O'Day
State Representative
14th Worcester District