

From: **John Dayton** <johndayton@icloud.com>  
Date: Fri, Jul 8, 2022 at 12:31 PM  
Subject: Letter of Response  
To: Defenders United <defendersunited2021@gmail.com>

To the Bargaining Committee & Shop Stewards of Defenders United:

I am in receipt of your letter of July 7 and have again shared it with all members of Defenders' Board of Directors. As Chair I continue to monitor the ongoing negotiations between Defenders and the Union. I am also well aware of the recent E&E article.

As explained in my earlier letter of May 26, the Board will continue to fulfill its governance responsibilities, all the while supporting senior leadership's management of the organization. Therefore we again must decline your invitation to meet, as well as your invitation to observe ongoing negotiations. We appreciate your continued dedication to Defenders and encourage you to engage in good faith, meaningful negotiation toward a Collective Bargaining Agreement that will serve the needs of Defenders' mission and its entire workforce.

Sincerely,

John Dayton  
Board Chair