



Boston City Council  
**Erin J. Murphy**  
Councilor At-Large



Boston City Council  
**ED FLYNN**  
Councilor - District 2

February 6, 2025

**RE: Request to Implement a Citywide Ban on Non-Disclosure Agreements in Employment Matters**

Dear Mayor Wu,

We write to urge your administration to take decisive action in aligning the City of Boston with the highest standards of transparency and accountability by implementing a ban on the use of Non-Disclosure Agreements (NDAs), confidentiality clauses, and other restrictive employment agreements within city government.

In light of the recent findings by Massachusetts State Auditor Diana DiZoglio, which highlighted concerns about the use of NDAs in government settings, Governor Maura Healey took the important step of banning these agreements within the Commonwealth's executive branch. The City of Boston should follow suit and ensure that municipal government operates with the same level of openness and integrity that our residents expect and deserve.

NDAs, while originally designed to protect sensitive information, have too often been used to shield workplace misconduct, discrimination, and other harmful practices from public scrutiny. In a government setting, this not only erodes public trust but also creates an environment where employees may feel unable to speak out about wrongdoing.

As you know, we have taken legislative steps to address this issue by filing a Home Rule Petition that would prohibit the use of NDAs and similar agreements in employment matters across all city departments. However, your administration has the authority to enact this policy immediately for the executive branch, including the Mayor's Office and all city agencies, setting an example for ethical governance and reinforcing Boston's commitment to transparency and ethics reform.

By instituting this ban, Boston can ensure that city employees are not silenced by restrictive agreements and that our municipal government remains a leader in fairness, accountability, and good governance. We look forward to working with you to advance this policy and would welcome the opportunity to discuss this matter further.

Thank you for your leadership and your ongoing commitment to an open and accountable city government.

Sincerely,

Erin J. Murphy  
Boston City Councilor  
At Large

Ed Flynn  
Boston City Councilor  
District 2