

Approved
Released on: 10-3-17

Approved
Not Released: 6/20/17

Selectmen's Meeting
April 4, 2017
Selectmen's Meeting Room
Executive Session 9:37 p.m.

The meeting was called to order by roll call vote for the purpose of discussing collective bargaining - DPW and the following members were present:

Maura Curran, Shawn Harris, John Danehey, and Marty O'Toole were present.

Also present was Patricia Vinchesi

Mr. Vegnani was absent from the meeting.

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|---------|-----|
| Danehey | aye |
| Harris | aye |
| Curran | aye |
| O'Toole | aye |

1. To consider the purchase, exchange, lease or value of real property. --Ellis Property

The board was not able to commit to Memorandum of Understanding with the District Attorney for the compressed timetable and the board feels very strongly that we have done nothing wrong. Jim suggested we may not do an mou with the attorney general and identify acreage to put under Conservation.

2. To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body. – DPW

There were a number of issues that needed to be resolved due to the audit and the DPW was not on board. The union asked if they could review the executive session minutes and Ms. Vinchesi told them the minutes were not released so she could not give copies of the executive session. Our contract says hours worked 8 hours in a day 40 hours in a week. 4 days out sick and stay past quitting time you get paid overtime. The State Law statute says hours actually worked. You can bargain something different than the law allows. The issue is the town never bargained it, it was an accounting interpretation that was wrong. The union says we are taking a benefit away from them and that's not fair. This contract has a new wage scale in it and they deserve every penny of it. The average increase is 4-6% and we're paying overtime for working one day the Town Administrator feels we cannot have that. She asked the union to counter to her and they cancelled the meeting for the issue to be brought to the Selectmen. We did not bargain this, it was never interpreted correctly. Overtime kicks in after you work 8 hours a day regardless of whether you worked Monday, Tuesday, Wednesday if you work the 9th hour it is at the overtime rate even though they did not work the days they were out sick. The union feels this is a huge change for them and Ms. Vinchesi said it was never bargained. Ms. Vinchesi suggests they implement this for new employees only and this would be

grandfathered for existing employees except for sick days. The Selectmen agree with Ms. Vinchesi's proposal.

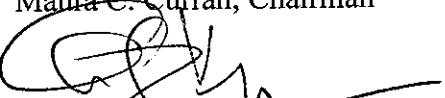
On a motion by Mr. Danehey, seconded by Mr. Harris, the Board voted to adjourn the meeting at 10:00 p.m.

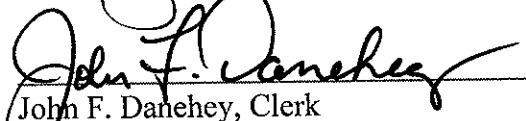
Lorraine Devin
Recorder

Board of Selectmen Executive Session Meeting Minutes for April 4, 2017

BOARD OF SELECTMEN


Maura C. Curran, Chairman


Anthony W. Vegliani, Vice Chairman


John F. Danehey, Clerk


Shawn Harris