

Selectmen's Meeting
Tuesday, March 25, 2014
Selectmen's Meeting Room – 9:15 PM
Executive Session

Approved
Released on: 10/3/17

The meeting was called to order at 9:15 PM and the following members were present: Shawn Harris, Chairman Tony Vegnani, Vice-Chairman Martin O'Toole, John Danehey, Rick Murray.

Also present was Patricia Vinchesi

AMP Collective Bargaining Agreement

Ms. Vinchesi informed Board Members that the professional staff union, AMP had ratified a collective bargaining agreement for four years, FY 14 through FY 17. The COLA'S would be 1.5%, 1.75%, 2%, and 2%. Long-term contracts provided predictability and stability for town finances. The contract includes important language for the Town relative to changing vacation and sick leave accruals in arrears to a go forward earned system. The prior practice was fairly uncommon in municipalities and also necessary as the Town seeks to implement automated payroll (also bargained) in the next two years. The contract includes a new step increase for employee over 15 years. With the high turnover of staff the past year, Ms. Vinchesi wants to insure valued staff does not leave for higher salaries. The increase is dependent upon satisfactory performance and comparable salaries at the sole discretion of the Town Administrator. The Town's Acceptable Use Policy was also strengthened.

TOSCA Collective Bargaining Agreement

Ms. Vinchesi informed Board members that the support staff union, TOSCA, had ratified a collective bargaining agreement for four years, FY 14 through FY 17. The COLA's would be 1.5 %, 1.75%, 2%, and 2%. Similar to the AMP contract (as well as police) the contract includes important language for the Town relative to changing vacation and sick leave accruals in arrears to a go forward earned system. It also includes new Acceptable Use Policy language. An important change in this contract eliminated the payment of full days to 26 employees when a holiday fell on a Friday and Town Hall staff only worked a half day. This cost the Town a significant amount of funds and has now been changed.

The Board was agreeable to terms of both contracts.

Status of Fire Negotiations

Ms. Vinchesi Informed Board members that the fire contract remained in mediation and once again was the only contract not settled. With Chief Judge informing the Town Administrator that the overtime budget would be \$100,000 short on March 12, there was no opportunity to fund the shortfall at town meeting and other departments would have to fund the deficiency. The overtime shortfall is majority due to use of sick leave in the department. The contract language provides for the fire chief to address this issue however that has not happened. As a result staffing will need to be reduced. In bargaining the Town proposed the addition of two

firefighters to work the day shift to insure the second ambulance could be available. However, the union did not agree to this and it has not come up in mediation. The next mediation is with the full JLMC committee. The Town has under the impression that it would be again with the mediator assigned. However, the union has repeatedly not had communication with the Town and their attorney has contacted JLMC without our Labor Counsel's knowledge. The labor management issues with the union remain quite strained. While Ms. Vinchesi acknowledged her role in this, the Fire Chief plays important roles as well. Selectmen Vegnani stated that the Town continues to spend considerable time on this issue and it is not worth it. It will just have to play out through the JLMC process.

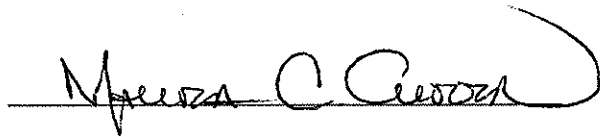
The Board voted to adjourn the Executive Session and reconvene in Open Session at 10:05 PM

Respectfully submitted,

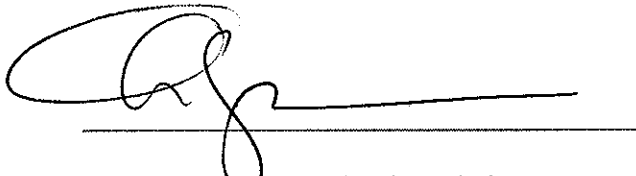
Patricia Vinchesi
Recorder

Board of Selectmen Executive Session Minutes March 25, 2014

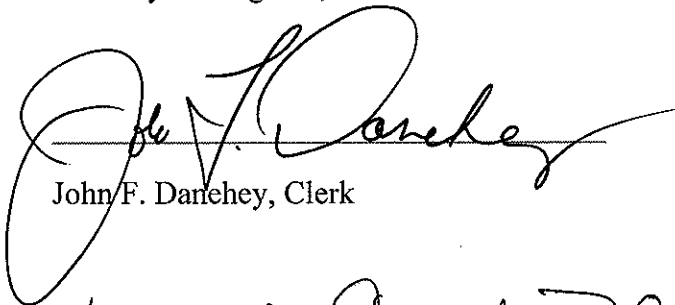
BOARD OF SELECTMEN

A handwritten signature in black ink, appearing to read "Maura C. Curran", written over a horizontal line.

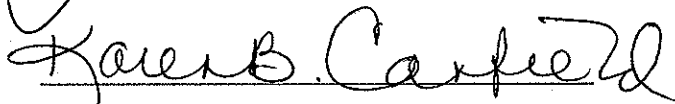
Maura C. Curran, Chairman

A handwritten signature in black ink, appearing to read "Anthony V. Wegnani", written over a horizontal line.

Anthony V. Wegnani, Vice Chairman

A handwritten signature in black ink, appearing to read "John F. Danehey", written over a horizontal line.

John F. Danehey, Clerk

A handwritten signature in black ink, appearing to read "Karen B. Canfield", written over a horizontal line.

Karen B. Canfield

A handwritten signature in black ink, appearing to read "Shawn Harris", written over a horizontal line.

Shawn Harris