

Executive Session
Tuesday, October 13, 2015

At 6:00 p.m. Chairman Michael Champoux opened the Selectmen's meeting in open session. Selectmen Michael McCoy moved to enter executive session for the purpose of collective bargaining discussions. The motion was seconded by Selectmen Lou Cimaglia. The vote to enter executive session was as follows:

Selectmen Cimaglia – yes
Selectmen Champoux – yes
Selectmen Newhouse – yes
Selectmen McCoy – yes
Selectmen O'Connell - not present

The Town Manager outlined the tentative agreement referring to October 5, 2015 correspondence that was sent to Steven Hunt, AFSCME unit II president that outlined the terms of the tentative agreement.

Mr. Hull described the change that would allow Public Works personnel who worked 24 consecutive hours involved with emergency operations to either be released from work 2 hours early if the event was concluded or in the event they could not be released would be permitted to take 2 hours of time off within 5 days from the date of the event.

Selectmen Newhouse expressed serious concern about the concept of granting DPW personnel 2 hours off after being on duty for 24 straight hours. He noted that the employees do a good job and recognized the long difficult hours but could not understand why the town would pay them to stay home for those hours. He noted that the employees will receive time and half for some of the hours worked and may receive double time. He stated he wished this provision was not in the tentative agreement.

Selectmen McCoy expressed similar concern. Selectmen Champoux and Cimaglia also expressed reservations.

The Town Manager presented the balance of the tentative agreement. Selectmen Newhouse expressed concern about the granting of the day after Thanksgiving as a day off.

Selectman O'Connell joined the meeting at 6:25 p.m.

Mr. Hull noted the proposed salary adjustments are 2.25% retroactive to July 1, 2015, 2.0% effective July 1, 2016 and 2% effective July 1, 2017. Other terms that were discussed included:

- Provisions for temporary librarians to fill in for permanent librarians out on long term leave or for longer term vacancies;

- Standby pay for DPW employee is slated to increase from \$135 to \$160; that the union dropped the "sunset" provision for the voluntary portion of the standby pay effecting non-Water Division personnel; minimum amounts for clerical overtime when called back for board or committee meetings and provisions for buy back of vacation time and the "burn down" of vacation time in excess of the 5 day carry forwarded permitted in the contract.

Discussion returned to concern over the provision of 2 hours off after working for 24 consecutive hours. Selectmen O'Connell asked about the ability to track the number of times this is used over the next three years and the cost associated with the provision. The Town Manager stated he believed that the tracking could be done. Mr. Champoux questioned whether the provision will be grievable if the employee does not receive the time off as soon as they want it. Mr. Hull noted that anything is subject to grievance.

Selectmen Newhouse stated that he recognizes the that the terms are a package and does not want to send management back to the bargaining table but continued to express concern about the provision and noted he will be interested to see how it plays out in 3 years.

Selectmen McCoy made a motion to accept the tentative agreement with AFSCME Unit II. The motion was seconded by Selectmen Cimaglia.

Chairman Champoux - yes
Selectmen Newhouse - yes
Selectmen O'Connell - yes
Selectmen Cimaglia - yes
Selectmen McCoy - yes

A motion was made by Selectman McCoy and seconded by Selectmen Champoux to return to open session at 7:01 p.m.

Chairman O'Connell - yes
Selectmen Newhouse - yes
Selectmen Champoux - yes
Selectmen Cimaglia - yes
Selectmen McCoy - yes

so voted to return to open session.

Recording Secretary