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BOARD OF SELECTMEN

LEA T. ANDERSON
MARY M. ANTES
LOUIS M. JURIST
CHERRY C. KARLSON
JOSEPH F. NOLAN

Board of Selectmen Meeting Minutes Executive Session June 13, 2016

Attendance: Lea T. Anderson, Mary M. Antes (arrived 6:53 p.m.), Louis M. Jurist, Cherry C. Karlson, Joseph F. Nolan

Also Present: Town Administrator Nan Balmer, Assistant Town Administrator/Human Resources Director John Senchyshyn, Assistant Superintendent of Schools Brad Crozier, Benefits Manager Donna Lemoyne, and Executive Assistant MaryAnn DiNapoli

Purpose: The session was called at 6:32 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: M. Antes. ABSTAIN: none. Adopted 4-0) in open session as permitted by Massachusetts General Laws Chapter 30A, Section 21(a)(3), to discuss strategy with respect to health insurance in regard to the AFSCME Clerical Union, the AFSCME Professional Union, the Teamsters, the Library Association, the Police Union, the Fire Union, the Wayland Teachers Association, the Wayland Educational Secretarial Association, the School Custodians Union, and the Food Service Association; and to discuss Civil Service with respect to the Police Union; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(7), to review and consider for approval the potential release of the executive session minutes of June 6, 2016, pertaining to the above subjects, and also including discussion of an arbitration filing with respect to the Police Union; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(2), a discussion of strategy with respect to negotiations with non-union personnel, Police Chief Contract., because a public discussion of these matters will have a detrimental effect on the bargaining, negotiating, or litigating position of the town.

Discussion: J. Senchyshyn reported on a meeting with union representatives on June 8 in regards to health insurance. He said the union members refused to engage in any further discussion until the Board of Selectmen had voted to accept Massachusetts General Laws Chapter 32B, Section 19, as the mechanism for negotiations. The Board discussed whether to accept Section 19 with a sunset clause. J. Senchyshyn said it was the opinion of Special Labor Counsel John Foskett that the Board accept Section 19 to enter negotiations, but Counsel did not believe it was necessary to include the sunset provision in the vote. Counsel also advised that if an agreement was not reached, the Board of Selectmen would not be bound by the provisions of Section 19. If the parties do not reach agreement under Section 19, then J. Senchyshyn recommended that the Board vote to accept Massachusetts General Laws Chapter 32B, Section 23, to begin the move to the Group Insurance Commission (GIC). He distributed a timeline for a projected move to GIC; he said notification of intent to enter GIC by July 1, 2017, must be received by the GIC no later than December 1, 2016, and that in order to meet that deadline, the Board should vote to adopt Sections 21-23 at the July 13, 2016 Board of Selectmen meeting.

J. Senchyshyn recommended that the Board vote to adopt Section 19 tonight. He said he is meeting with the unions on Thursday, June 16, and will notify the unions of the Board intent to adopt Sections 21-23 on July 13. In the event they do not reach an agreement on Section 19, he said that Sue Shillue, President of Cook & Company Insurance Services, is available to help transition the town to GIC for an approximate cost of \$9,000-\$10,000. L. Jurist asked how long the town would be committed to GIC; J. Senchyshyn said three years. Members discussed the limits of mitigation in regard to the current negotiations.

J. Nolan moved, seconded by L. Anderson, to accept the provisions of Massachusetts General Laws Chapter 32B, Section 19, as the mechanism to negotiate health insurance alternatives rather than moving to the GIC. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0. B. Crozier said he will report the Board's action to the School Committee. J. Senchyshyn said he would report the same to the Personnel Board.

B. Crozier and D. Lemoyne left at 6:57p.m.

J. Senchyshyn provided an update on the June 9 negotiations with the police union regarding the withdrawal from civil service. He said that he, Police Chief Robert Irving, and Police Lieutenant Patrick Swanick met with the police union bargaining team last week, and the union representatives rejected the town's offer. He said he did not believe the police negotiating team would take the town's proposal to its membership, advising instead that he was expecting a counter proposal. The Board discussed potential outcomes and the need to decide whether to pursue the issue through a ballot or town meeting.

J. Senchyshyn left at 7:00 p.m.

The Board reviewed the executive session minutes of June 6, 2016. M. Antes moved, seconded by J. Nolan, to approve and release with redactions the executive session minutes of June 6, 2016. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

J. Nolan moved, seconded by M. Antes, to exit the executive session at 7:04 p.m. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

Items Distributed for Information and Use by the Board of Selectmen at the June 13, 2016, Executive Session Meetings

1. Timeline for Projected Move to GIC prepared by John Senchyshyn, Assistant Town Administrator/
Human Resources Director, June 13, 2016
2. Draft Executive Session Minutes of June 6, 2016