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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 27, 2016

Attendance: Lea T. Anderson, Mary M. Antes, Cherry C. Karlson, Joseph F. Nolan

Absent: Louis M. Jurist

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

Purpose: The session was called at 6:01 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: L. Jurist. 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 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 13, 2016, pertaining to the above subjects, because a public discussion of these matters will have a detrimental effect on the bargaining or negotiating position of the town.

Discussion: J. Senchyshyn reported on meetings with the combined union representatives on June 16 and again on June 27. He said that at the meeting of June 16, the Teachers Union advised him that they required a ratification vote prior to approving a Massachusetts General Laws Chapter 32B S.19 agreement. Such a vote could not occur prior to August 31. He subsequently consulted Labor Counsel John Foskett, who said that it is outside the guidelines of S. 19, and was not necessary. J. Senchyshyn then reported on the meeting today, June 27. He said the unions made a proposal to the town which included remaining under a S. 19 agreement for three years, transitioning all employees to Benchmark Plans in the West Suburban Health Group (WSHG) effective 7/1/17, and holding the contribution rates the same for all the plans except for Fallon plans, which they requested be reduced by one percent. He said the unions want 25% of the overall first year savings in mitigation, and half that amount again in the second year. He estimated the cost savings to the town would be approximately \$280,000, which is substantially less than the projected Group Insurance Commission (GIC) savings. Members discussed a counter proposal, which would include a two-year S. 19 agreement, town savings of approximately \$750,000, and mitigation based only on the first year's overall savings.

J. Senchyshyn noted if a S. 19 agreement is reached, the option to go to GIC remains a viable option in future years. He said that J. Foskett does not see a legal prohibition against negotiating under S. 19 and S. 21-23 at the same time, but rather that J. Foskett recommends against it. J. Senchyshyn recommended not voting S. 21-23 until July 25.

J. Senchyshyn said he will be meeting with union representatives again on June 30, and he must present a counter proposal. He said he would put forth a proposal as discussed earlier in the meeting with an incentive to move to the Fallon Plans. He asked that the Board allow the parties to continue to negotiate until the Board of Selectmen meeting on July 25, 2016, at which time the Board could vote to move to GIC if necessary. It was the sense of the Board that J. Senchyshyn proceed as described.

J. Senchyshyn and D. Lemoyne left the meeting at 7:07 p.m.

The Board reviewed the executive session minutes of June 13, 2016. M. Antes moved, seconded by L. Anderson to approve and release with redactions the executive session minutes of June 13, 2016. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: L. Jurist. ABSTAIN: none. Adopted 4-0.

J. Nolan moved, seconded by M. Antes, to exit the executive session at 7:10 p.m. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: L. Jurist. ABSTAIN: none. Adopted 4-0.

Items Distributed for Information and Use by the Board of Selectmen at the June 27, 2016, Executive Session Meetings

1. Draft Executive Session Minutes of June 13, 2016