

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
August 16, 2010 8:25 pm

Members Present:

N. McCarthy (NM), M. Peabody (MP), J. Evans (JE), N. Willard (NW), P. Schneider (PS),

Also present:

J. Senchyshyn (JS)

SEIU Draft MOA

JS updated the Board on the last negotiating session JE and he had with SEIU. The union sought 2 items as part of a settlement: increasing the number of sick days required to produce a doctor’s note and adding an aunt/uncle for 1 day’s absence under bereavement. JS presented a draft MOA. JS also reviewed the discussion with the union regarding the Town’s counter-proposal to allow comp-time for SEIU members in the COA. Considerable discussion ensued on the merits of the bereavement request.

PS moved to support and recommend the MOA as proposed provided that resolution is reached on a side letter to permit comp time usage by SEIU members working in the COA. NW seconded the motion. NM, PS and NW voted in the affirmative. MP and JE voted in the negative. The motion carried.

AFSCME Negotiations

JS reminded the Board that negotiations would likely resume in September. At the last meeting the union had threatened to file for mediation. Thus far, the proposals made, and the one’s agreed to, had been made off-the-record. The Board discussed various options for when negotiations resume.

AFSCME – Administrative Assessor Trainee MOA

JS reviewed the unsuccessful efforts to date to hire an Administrative Assessor. In working with the Assessing Director and the BOA Chair, the suggestion had been made to create a “trainee’s position” with an extended probationary period for up to 1 year. The position would be at a reduced job grade, but still within the bargaining unit. JS reported that he had successfully negotiated an MOA with AFSCME that would achieve the objective. Members discussed the positives and negatives of such an arrangement. PS voiced a concern on the wording of the extended probationary period. The Board agreed to approve the MOA in open session.

PS moved to end Executive Session and return to Open Session. NW seconded the motion.

NM took a roll call vote:

Member Schneider	Aye
Member Willard	Aye
Member Evans	Aye
Vice Chair Peabody	Aye
Chair McCarthy	Aye

The Board members having voted 5-0 to end Executive Session and return to Open Session, the motion carried.

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John Senchyshyn  
ATA/HRD