

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
February 28, 2011 7:20 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Fire Negotiations:

JS reviewed the progress in Fire negotiations. The major issues have been tentatively agreed upon. The remaining issues focus on family leave and job descriptions. The Board discussed the remaining issues and the options to concluding negotiations. JS was hopeful that an MOA could be signed following the next meeting.

Library Negotiations

Library Trustees Aida Gennis (AG) and Anne Heller (AH) joined the meeting. JS reviewed the background to Article 7-7 of the Library contract. JS expressed concern about how the language might be applied given the circumstances of last spring’s flooding. He believed that consideration should be given to altering the language. AG and AH spoke about the efforts of the members of the Library union in working through difficult conditions to maintain operations. The Trustees were concerned that such a change at this time would be demoralizing to the Library staff given upcoming renovations. JS noted that the Library union’s initial proposals in negotiations were not controversial. If a deal could be consummated quickly, securing the health insurance changes would be more beneficial than pursuing a change on Article 7-7.

The Trustees left the meeting.

The Board discussed the options for negotiations. The JS stated that he would like to hold the next negotiating session before a final decision is made. The Board was agreeable to do so.

SEIU Negotiations

JS reported that SEIU cancelled negotiations following a scheduling miscommunication. JS discussed the staffing proposal. SEIU has yet to respond. If the union does not respond at the next session, JS advised withdrawing the staffing proposal. The Board concurred.

DPW Negotiations

The parties had met again. The union's original proposal, with additions, projected at a 21-22% increase over 3 years. JS had asked the union to prioritize their proposals; this resulted in a reduction in union proposals to approximately 14% over 3 years. JS reviewed the FinCom guidelines for negotiations. Given the union's movement, JS suggested increasing the Town's proposal for FY 14 by 3/4 %. The Board agreed.

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

NM took a roll call vote:

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

The Board members having voted 4-0 to end Executive Session and return to Open Session, the motion carried.

John Senchyshyn
ATA/HRD