

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
March 21, 2011 7:35 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Fire Negotiations:

JS reported that negotiations hit an unforeseen problem. The Fire negotiating team raised a concern from their membership regarding the use of per diem paramedics covering firefighter absences on the ambulance during the transition period. It was not clear if the firefighters had additional concerns. In any case, Chief Loomer and JS made a counter proposal, but it’s not certain if the underlying issue(s) were addressed. The Fire negotiating team was not willing to sign an MOA, even though they appeared to support the counter proposal. A Fire membership meeting is scheduled for 3/28. Chief Loomer and JS volunteered to attend if it would facilitate the discussion. The parties will meet the day after the membership meeting.

Library Negotiations:

The Library Union expressed concern about being on the leading edge of Town settlements. They are a small unit and are concerned about other settlements. The next negotiating session will be 4/8. JS reviewed plans for that negotiating session.

SEIU Negotiations:

The parties met last week. In addition to their COLA proposal, the union sought to increase the top step by 2%. The union also proposed changing their work schedule to match the Department Heads, i.e., a long Monday and an abbreviated Friday. JS noted the work schedule was consistent with one of the Town’s proposals. The next meeting will be 3/30. PS would represent the Board. JS reviewed his plans for the coming meeting to include increasing the 3<sup>rd</sup> year COLA by .5%.

DPW Negotiations:

JS reported on the last meeting. The union was presented with the Town’s best and final wage offer. If the union accepted, all TA’s to date were to be included, and all other monetary proposals were to be withdrawn by the union. Following a caucus, the union accepted. The only remaining issues for discussion were the mechanics tools and the

structure of the overtime list. JS was hopeful that the parties were close to agreeing on an MOA.

AFSCME Mediation:

JS informed the Board that the AFSCME mediation was scheduled for 5/16. Given the date of the mediation, it was unlikely that a successor 3-year contract would be in effect for July 1, 2011. In that wages have been tied to health insurance changes, the Town's future wage proposals would likely be adjusted to an effective date for health insurance changes other than July 1<sup>st</sup>. Members asked if this matter could be addressed in mediation. JS responded that it was unlikely.

MP 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
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.

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John Senchyshyn  
ATA/HRD