

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
August 1, 2011 7:10 pm

Members Present:

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

Also present:

J. Senchyshyn (JS), M. DiPietro (MD) – Finance Director, ██████████ – Grievant, M. Foster (MF) – SEIU Representative, D. Gorham – SEIU President

SEIU/██████████ Step 2 Grievance Hearing:

MF referenced a 2008 determination to ██████████ based on the amount of work available, ██████████. He noted that following the initial version of the Abrahams Group report that the Town began reviewing ██████████

██████████ MF referenced on-going discussions that had taken place between the parties.

MD responded that transactions are still being entered into MUNIS by School employees, but ██████████ is presented to the School Committee. He noted that all work within the department is being completed.

Members posed questions to ██████████ and MF. It was agreed that the work is being completed during the course of the regular workweek. The union contends that is the result of another employee (also an SEIU member) ██████████ on Wednesdays. MD contends that the majority of the Wednesday work by the other employee was vacation coverage and cross-training.

JS suggested that the work in reviewing the School entries is new work, and not necessarily work being taken from ██████████. He also mentioned a high error rate, 25-30%, raised by ██████████. JS noted that based on the counts provided by GS earlier in the hearing, the ██████████ has increased by 50% (School transactions are equal to Town transaction, but the warrant is processed every 2 weeks as opposed to every week). If the 25% to 30% error rate can be reduced, that would significantly cut into the transactions that have to be reviewed. JS also noted that the Abrahams Report initially recommended .75 FTEs in the Finance Office be dedicated to School business based on existing free time.

JS asked specifically which contract article was violated. MF thought the language in 5-1 was most closely related.

PS inquired if there were any additional comments from the parties. None being offered, the hearing closed and MF, ██████████, DG and MD departed.

The Board discussed merits of the grievance. The consensus was that the work was being completed within the bargaining unit, [REDACTED] and the contract was not violated.

PS moved to deny the grievance in that no contract violation occurred. JE seconded the motion. Five members having voted in the affirmative, the motion passed.

Letter of Agreement - Teamsters:

JS reviewed the background and the details. The agreement is to correct a contractual error regarding Monday holidays for the Transfer Station. The union has agreed to the terms.

MOA - AFSCME:

JS reviewed the background and the details. The MOA is to set the parameters for appointing J. Junghanns as Public Health Director. The union has agreed to the terms.

Pending MOA - SEIU

JS reviewed a request to increase the schedule for a Department Assistant in the Treasurer/Collector's Office from 19 to 20 hours per week. He and the Town Administrator support the change. The request is the result of a change in the Middlesex Retirement Board's award of service to part-time employees. There are no other employees similarly situated. The pending MOA would allow the Town to return to a 19-hour schedule without any bargaining obligations. SEIU has not yet agreed to the proposed MOA.

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 Evans	Aye
Member Willard	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.

John Senchyshyn
ATA/HRD