

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
September 19, 2011 7:30 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Information Technology Department:

[REDACTED]

DPW:

JS reviewed a draft proposal to combine Highway and Parks operations. Phase 1 of the proposal would eliminate the 2 current Superintendent positions and create 1 new Superintendent and 1 Asst. Superintendent. Both existing Superintendent positions are affiliated with AFSCME. Phase 2 of the proposal would eliminate the Sr. Foreman’s position and create a new Working Foreman’s position. The foremen positions are part of the Teamsters bargaining unit. The Board discussed the perceived and practical impact of the proposed changes. Questions were posed regarding the role of the BOPW. JS stated that the BOPW was a policy board and that operational decisions were vested with the Town Administrator, but if this proposal moves forward, the intent is to present the proposal to the BOPW in executive session for their comment and feedback.

Step 3 SEIU/ [REDACTED] Grievance:

JS reviewed the Step 3 grievance decision by the BOS. The union has 30 days by contract if it opts to pursue arbitration.

Staffing Meeting with SEIU

JS notified SEIU of the intent to return [REDACTED] to her regular schedule of [REDACTED] was temporarily working 35 hours/week because the BOH Sr. Clerk had been reassigned to the Public Buildings Department. A new Sr. Clerk has subsequently been hired. The union indicated that it believed [REDACTED] had recall rights under the contract. JS disagreed, recall rights expired. The increase in hours was a temporary assignment. The union asked for consideration for other opportunities for [REDACTED] should anything become available to increase [REDACTED] hours, but was planning to keep its options open.

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 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