

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
October 17, 2011 7:50 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Operational Changes:

Information Technology Department

[REDACTED]

Council on Aging

JS indicated that he received an inquiry from the COA Chair on the possibility of eliminating the job share for the Co-Directors and returning to a full-time position. The COA Chair believed the move would make the department more efficient, particularly during the period when a new facility is being discussed. JS consulted Labor Counsel.

[REDACTED]

JS indicated that he would research the matter further. It is unlikely that anything would be initiated prior to January 2012.

SEIU Bumping Request:

Members reviewed and discussed D. Gorham’s (DG) and P. White’s (PW) public comment regarding PW’s ability to bump. JS stated that there was 1 significant omission in her documents, which is Item #7 from the June 2010 MOA referencing a return of PW to her regular 28 hour/week part-time position. That item is the primary reason for not providing her with bumping options. JS stated that he sought Labor Counsel’s opinion on the bumping rights.

[REDACTED]

. Members discussed DG’s comments regarding the least senior member of the bargaining unit willing to give up 7 hours provided that health insurance was not affected. The members agreed that such a move was not organizationally prudent.

PS moved to deny bumping options for PW in that she was returned to her regular part-time position following a temporary assignment. NW seconded the motion. Four members having voted in the affirmative, the motion passed.

AFSCME Job Descriptions:

JS reviewed the correspondence with AFSCME regarding the union’s request that a consultant’s review be conducted of all AFSCME positions.

[REDACTED]

████████████████████ JS distributed an email received earlier in the day from the union president which stated that AFSCME considers the prior use of the contractor as establishing past practice. Members discussed the email. It was the consensus of the Board that the one-time use of a consultant did not establish past practice.

██████████ Step 2 Grievance:

The Board briefly reviewed ██████████ documents submitted for his Step 2 grievance. It will be scheduled for the November meeting.

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
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