

Personnel Board Meeting
Wayland Town Building - Selectmen's Office
Executive Session Minutes
February 10, 2014 7:35 pm

Members Present: N. McCarthy (NM); M. Peabody (MP); J. Green (JG); P. Schneider (PS)

Also Present: John Senchyshyn

Upcoming Contract Negotiation Goals:

JS reported that during this round of negotiations, other than wages, there was no one overarching goal for all of the unions, similar to health care-related issues in the past. He outlined a few key issues, some of which had come up in previous discussion.

**Elimination of HRA's - this will happen automatically, without the need to negotiate it, for all of the bargaining units.

**The town would like further documentation on the use of sick leave, perhaps requiring employees who use more than x number of days not associated with FMLA or workers' compensation to provide a doctor's note. The members discussed the need to curb sick leave abuse as well as the pros and cons of various approaches.

**Particularly for AFSCME, the town would like to require pre-approval when employees wish to use vacation.

**The town would like to reduce vacation accruals. It can very difficult to use all of the accrued vacation. JS was not optimistic that the union would agree to this for the full membership, but stated that it might be more feasible to get it moving forward for new hires.

**In the Teamsters union, JS stated that it would be beneficial to combine certain positions into more generalized positions, perhaps titled "Maintenance Worker I, II, and III", to give the town more mobility between parks and highway employees.

Police Union Negotiations:

JS stated that the union had requested bargaining, but that at the time JS replied that the town was not ready because there had not yet been a meeting with the Finance Committee. The union again followed up asking about commencing bargaining. JS stated that labor counsel was going to propose expedited contract negotiations to the union, such that each side would have limited representatives at the table and would bring only a limited number of proposals.

The members discussed that all of these issues would be discussed with the Board of Selectmen at the 2/24 meeting.

Fire Department Disciplinary Issue:

[REDACTED]

SEIU Grievance:

JS stated that earlier in the day, he had received a grievance from the SEIU relating to Town Building's closure the previous week. The grievance was on behalf of the dispatchers, who sought 8 hours of comp time because they had to work while Town Building employees had the day off. JS reported that the dispatchers had never expected such comp time in the past. JS took a hard line with the union and told them it would be denied at Step 1.

Executive Session Meeting Minutes:

Review of November 1, 2013 Meeting Minutes #1 and #2 (executive session):

JG moved to approve the draft minutes for both #1 and #2. PS seconded the motion. NM took a roll call vote:

Member Green	Aye
Member Schneider	Aye
Member Peabody	Aye
Member McCarthy	Aye

Four members having voted in the affirmative, the motion passed.

Review of December 16, 2013 Meeting Minutes (executive session):

The draft minutes were amended by adding the word "action" and inserting a capital "L", as follows:

"....As this is a disciplinary ACTION, JS recommended voting the discipline in Executive Session. PS moved to approve the MOA as a Last Chance Agreement...."

PS moved to approve the draft minutes as amended. MP seconded the motion. NM took a roll call vote:

Member Green	Aye
Member Schneider	Aye
Member Peabody	Aye
Member McCarthy	Aye

Four members having voted in the affirmative, the motion passed.

Review of January 15, 2014 Meeting Minutes (executive session):

PS moved to approve the draft minutes. MP seconded the motion. NM took a roll call vote:

Member Green	Aye
Member Schneider	Aye
Member Peabody	Aye
Member McCarthy	Aye

Four members having voted in the affirmative, the motion passed.

Review of January 27, 2014 Meeting Minutes (executive session):

PS moved to approve the draft minutes. MP seconded the motion. NM took a roll call vote:

Member Green Aye
Member Schneider Aye
Member Peabody Aye
Member McCarthy Aye

Four members having voted in the affirmative, the motion passed.

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

NM took a roll call vote:

Member Green Aye
Member Schneider Aye
Member Peabody Aye
Member McCarthy Aye

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

JG

Documents From Personnel Board Meeting

Executive Session

February 10, 2014

Document:

Draft Executive Session Minutes:

11/01/13
12/16/13
01/15/14
01/27/14