

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Meeting Minutes
March 31, 2014 7:30 pm

Members Present:

N. McCarthy (NM), M. Peabody (MP), P. Schneider (PS), J Green (JG)

Also in attendance: J. Senchyshyn (JS) and R. Irving (RI)

SEIU Grievance Hearings – Closing Town Building:

M. Medieros (MM) – SEIU Field Rep, P. White (PW) – SEIU President, R. Freni (RF) - Grievant

NB opened the hearing and stated that all comments should be directed through the Chair.

JS noted that 2 grievances were filed and denied by the Police Chief. Dispatchers are seeking compensation for 2 instances when Town Building was closed during the winter due to bad weather.

MM stated that the dispatchers are seeking compensation under article 3-5B of the CBA. When asked what the proposed remedy is, RF stated 8 hours compensation for all dispatchers whether they worked that day or not. When asked to clarify if that included dispatchers not working on the days in question, RF stated yes.

JS stated that dispatchers are considered public safety employees. 3-5B in the contract references clerical staff. JS noted that previous contracts going back to the late 1990’s never provided compensation for dispatchers. In addition, RI responded that there had been closing in previous years and compensation was not an issue until the previous winter when a grievance was filed, but it was not submitted in a timely manner.

The union caucused. Upon returning RF stated that the union maintained its remedy that all dispatchers be compensated with 8 hours pay.

The hearing closed. MM, PW and RF left the meeting.

The Board discussed the arguments presented at the hearing and concluded that there was no merit to grievance.

PS moved to deny the grievance seeking compensation for dispatchers due to the closing of Town Building. JG seconded the motion. A roll call vote was taken: Schneider – Yes, Green – Yes, Peabody – Yes, McCarthy – Yes Vote: 4-0, the grievance is denied.

DashCam MOA

RI remained in the meeting. JS and RI reviewed the progress to date with the DashCam negotiations. The BOS had reviewed the terms of the settlement and had voted to move forward.

PS moved to support the proposed MOA with the Police regarding Dash Cams. JG seconded the motion. A roll call vote was taken: Schneider – Yes, Green – Yes, Peabody – Yes, McCarthy – Yes Vote: 4-0.

RI departed the meeting.

Teamster Negotiations

JS presented draft proposals for negotiations. The Board discussed and reviewed the proposals for negotiations. The consensus of the Board was to move forward with the proposals in Teamster negotiations.

AFSCME Negotiations

JS presented draft proposals for negotiations. The Board discussed and reviewed the proposals for negotiations. The consensus of the Board was to move forward with the proposals in AFSCME negotiations.

ATA/HR Director Employment Contract Negotiations

JS expressed his interest in entering into a successor contractor. He indicated that this would likely be his last 3-year contract. The Board asked what he was seeking. JS responded that he was looking for a renewal with no significant changes. Board members discussed a potential renewal with an eye to the recent changes negotiated with the Police Chief. JS believed those terms to be acceptable. He indicated he would draft a contracting mirroring the recent changes with the Police Chief and present it at the next meeting for consideration.

NM took a roll call vote to exit executive session:

Member Schneider	Aye
Member Green	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.

John Senchyshyn
ATA/HRD

