

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
November 18, 2015 7:18 pm

Members Present: J. Green (JG); M. Peabody (MP); D. Cohen (DC); M. Jones (MJ)

Also Present: John Senchyshyn (JS)

Firefighter Grievance

The Board was joined by Fire Chief D. Houghton (DH), and Fire Union Members A. Holland (AH), J. Gemelli (JG) and D. Casali (DC).

JS suggested all parties be allowed to finish when speaking and requested that all comments and questions be directed to the Chair.

AH presented the union’s view of the grievance. A new vehicle was purchased. The Chief did the installation of the lights; the mechanic should have been given the opportunity to do the work. The union contends the Chief should cease and desist doing such work. The proposed resolution is that the mechanic should be compensated with overtime.

P. Schneider (PS) joined the hearing at 7:25.

Members inquired as to how long the installation took and this type of work typically performed by the mechanic. Could the schedule of repairs/maintenance have been adjusted.

DH said vehicles normally come with lights and sirens; this one did not. He stated that he had discussed the job with DC. DH questioned how the contract had been violated.

PS inquired if the vehicle could have been sent to a 3<sup>rd</sup> party for the installation. DH said it could be done with the Chief’s approval.

Board members inquired why this matter was before them and not settled by the parties. JS replied that when he met with 2 firefighter exec board members and inquired about the number of articles grieved, there was not a response. There did not appear to be a desire on the union’s part to resolve the matter so he recommended to the Chief that the grievance be moved to step 2.

Members continued to inquire about the process with which work is assigned and completed within the department.

The union reiterated its belief that the work should be done by the mechanic and he should be compensated accordingly. AH, JG, DC and DH left the hearing.

The Board discussed the merits of the grievance. They reviewed the strong chief language in the General Laws relating to the Chief’s authority to manage the Fire Department. Following further discussion, members recommended the parties resolve the matter through improved communication and questioned the value in issuing a decision on this grievance. JS was directed to meet with the Chief and the union with the intent of fostering communications between the parties. Hopefully resolution could be accomplished on the grievance.

## Collective Bargaining

*AFSCME 2, Clerical/Dispatch* – JS presented an MOA agreed upon with the union for a successor contract. He reviewed the key points and the cost of the agreement. The settlement was consistent with the FinCom guidelines; COLAs were identical with the Teamster, Library and AFSACME 1 settlements. Reductions in vacation accruals and sick leave caps for new employees were achieved. The union is scheduling a ratification meeting.

MP moved to recommend the MOA for a successor contract dated October 26, 2016 between AFSCME Local 690-2 and the Town to the Board of Selectmen for approval. MJ seconded the motion. Roll call vote: Schneider - Aye, Cohen - Aye, Jones - Aye, Peabody - Aye, Green - Aye. Five members voting in the affirmative, the motion passed.

*Police* – JS reported that the police had submitted a draft MOA for a successor contract. However, there are several discrepancies that need to be resolved. The parties are scheduling a meeting to resolve the issues.

*Fire* – JS reported on the meeting of 11/16/15 with the firefighters and respective counsels for both parties. The union attorney contends there is agreement despite the off-the-record stipulation. The Town disputes that position. The union scheduled another membership meeting the following Monday with their attorney.

MP moved to end Executive Session and return to Open Session. MJ seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed. The executive session adjourned at 8:35 pm.

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John Senchyshyn  
ATA/HRD

## **Documents From Personnel Board Meeting**

### **Executive Session**

**November 18, 2015**

#### Document:

AFSCME -2 MOA - Successor Contract

Fire Grievance

Fire Contract Articles