

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
June 19, 2017 7:58 pm

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

Also Present (On telephone due to illness): J. Senchyshyn (JS)

Review of Executive Session Minutes of 3/13/17

JS stated that he had neglected to have the 3/13/17 minutes approved by the Board. He also stated that the reason for the executive session had been disposed of and the minutes could be released. The Board reviewed the draft executive session minutes.

The minutes were amended as follows:

...in a new non-**union** titled IT Technician...

MJ moved to approve and release the executive session minutes of 3/13/17 as amended. PS seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green – Aye. Five members having voted in the affirmative, the motion passed.

Review of Executive Session Minutes of 5/15/17

The Board reviewed the draft executive session minutes of 5/15/17.

MP moved to approve the executive session minutes of 5/15/17. PS seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green – Aye. Five members having voted in the affirmative, the motion passed.

Collective Bargaining Negotiations

JS reported that he had reached agreement with AFSCME 2 clerks/dispatchers and the Teamsters for successor contracts. Both contracts have an increase of 6.5% over 3 years.

The Personnel Board temporarily adjourned to join the Board of Selectmen in the Selectmen’s Meeting Room at 8:12 pm. Present for the Selectmen were L. Andersen (LA), M. Antes (MA), C. Karlson (CK), D. Levine (DL) and L. Jurist (LJ). Also present was Town Administrator N. Balmer (NB).

JS continued to participate by telephone.

LA asked JS if he was alone. JS stated he was in a closed room with no one else present.

Collective Bargaining Negotiations

JS stated that he had 2 potential agreements to present. Both agreements were for a 3-year period with across-the-board increases of 2.00% / 2.25% / 2.25%. Each agreement had minor incidental costs in addition to the across-the-board increases.

The first agreement was with the Teamsters. JS read and reviewed several minor language edits to the MOA requested by the Teamsters. In addition to the across-the-board increases the MOA extended the sick leave benefit at retirement which was provided to other bargaining units in the last round of negotiations. There were marginal changes to the uniform allowance for 3 mechanics and an increase in weekend on-call coverage for Water Workers which will become effective in FY 19. JS then reviewed the total contract costs with the boards.

The second agreement was with the AFSCME-2 clerks and dispatchers. In addition to the across-the-board increases there is a 0.5% increase in a shift differential which will affect 3 employees on the evening and overnight shift. JS then reviewed the total contract costs with the boards.

Both boards were in agreement with the economic terms as presented. JS said he would prepare MOAs for both settlements and hopefully the unions would have ratification votes scheduled in the near future.

JS reported that he had begun negotiations with both the Library union and the AFSCME 1 professional union. Both negotiations were in their early stages. There was nothing noteworthy to report at this time.

With respect to the public safety unions JS stated that an MOA had been signed with the Police union. No vote was taken at the ratification meeting. The Police union has undergone a change in leadership and the Police negotiating team was also changed. JS said he still expected the Police to take a ratification vote, but was not optimistic on the outcome.

[REDACTED]

[REDACTED]

MJ moved to end Executive Session and return to Open Session. PS seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

The executive session ended at 8:30 pm.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

June 19, 2017

Document:

Draft Executive Session Minutes 3/13/17

Draft Executive Session Minutes 5/15/18

Draft AFSCME 2 MOA

Draft Teamsters MOA