

**Westborough Board of Selectmen
Executive Session Meeting Minutes
March 10, 2015**

8:40 p.m. – 9:08 p.m.

Present: Chairman Barrette, Vice Chairman Drewry, Selectmen Goldblatt and Johnson.

Also Present: James Malloy, Kristi Williams, Lt. Todd Minardi, Chief Alan Gordon, Lt. Bob Fryer, Sgt. Glenn McLeod and Bill Chiasson, IBPO National Representative.

Mr. Malloy explained Lt. Minardi's formal grievance that he received on February 11, 2015 regarding the language in their contract concerning the accrual of vacation time. Mr. Malloy responded to the grievance in a memo dated February 13, 2015 where he explained Article 18, Section 1 of their contract and denied the grievance appeal. Lt. Minardi reviewed his position as outlined in his letter to the Board dated March 10, 2015 which is that he had completed nineteen (19) years and one (1) day on his December 2, 2014 anniversary date and was therefore eligible for five (5) weeks of vacation. There was a discussion regarding the language in the contract, the interpretation of the anniversary date, and the change from vacation time accruing from the fiscal year to the employees' anniversary date.

Labor Counsel had reviewed Mr. Malloy's response memo to Lt. Minardi and was in full agreement. The Board discussed the vacation time approval process in the Police Dept. and final approval was provided by the Chief who agrees with Lt. Minardi's position. Selectman Barrette noted that he will ensure that the Board understands the two (2) points in the grievance before they take it under advisement. A response will be emailed to Mr. Chiasson.

Chief Gordon, Lt. Minardi, Lt. Fryer, Sgt. McLeod and Mr. Chiasson left Executive Session.

Mr. Malloy will provide Labor Counsel with the results of tonight's discussion and he will write his opinion. The Board asked that records from previous cases of this nature be reviewed. Mr. Malloy noted that the Town has ten (10) days to respond or by the next meeting and may have the information by Town Meeting on Saturday.

Selectman Johnson's motion to adjourn at 9:08 p.m. was seconded by Selectman Drewry.

A Roll Call Vote was taken: Selectman Johnson – yes; Selectman Dodd – yes; Selectman Barrette – yes; Selectman Drewry - yes.

Submitted by Paula M. Covino