



**Board of Selectmen**  
**Executive Session**  
**October 18, 2016**

The meeting of the Board of Selectmen was called to order at approx. 6:00 p.m. by Chairman Jim Quirk. Tracy Post, Norm Holcomb, and Erik Tolley were present. Also in attendance were: Interim Town Administrator Peter Johnson-Staub, Finance Director Ed Senteio, IT Director Shawn MacInnes, Town Accountant Rich Bienvenue, Fire Chief Phil Simonian, and Deputy Fire Chief Jon Sawyer.

Chairman Quirk stated the purpose of moving into executive session is to discuss collective bargaining strategy with respect to SEIU Unit B, Steelworkers, Sanitation, Fire, and Police unions.

**Roll call: (Post, Holcomb, Tolley, and Quirk – aye).**

SEIU Unit B:

Mr. Johnson-Staub outlined the tentative agreement reached with the SEIU Unit B which represents 15 salaried division heads and professional staff. It is for FY17 and FY18 with 2% COLAs and a new severance provision applicable only in the event of a layoff. After some discussion, a majority of members indicated approval of the agreement with the condition that a laid off employee could not receive severance pay and unemployment compensation for the same time period.

Sanitation Workers Association:

Mr. Johnson-Staub outlined the tentative agreement reached with the union representing 7 employees at the Disposal Area. It is a two-year agreement with 2% COLAs and adjustments to the step rates that mirror the changes made for SEIU Unit A. The agreement also includes a one-time 1% lump sum payment in exchange for reductions to sick leave and vacation accrual for new hires. After some discussion the members indicated approval of the agreement.

Firefighters – IAFF Local 2122:

Mr. Johnson-Staub outlined the tentative agreement reached with the Firefighters union at a mediation session held at the Division of Labor Office in Boston. He noted the cost is greater than what the goal set by the Board but noted the risks of a more costly settlement if the Town entered binding arbitration with the Joint Labor Management Committee. The agreement includes COLAs of 2% for FY17, FY18, and FY19 and increases for longevity and rank differential. It also includes a change in the work schedule for Fire dispatchers from a 24-hour shift to the 14-hour and 10-hour shifts that had been in place for the entire Fire Department prior to the change to the 24-hour shift. Mr. Holcomb expressed his opposition to the agreement due to concerns about cost and implications for elderly tax payers with limited incomes.

**MOTION: I move that the Board of Selectmen approve the tentative agreement with the Firefighters Union.**

**Motion by: Tracy Post**

**Seconded by: Erik Tolley**

**Aye      Nay**

**Roll call: (Post, Stone, Tolley, and Quirk – aye; Holcomb - Nay)**

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Mr. Johnson-Staub noted that the Firefighters union filed a prohibited practice charge with the MA Division of Labor alleging GPS technology was implemented for Fire vehicles without bargaining. Chief Simonian described the implementation of the technology which began in 2009. Mr. Johnson-Staub indicated the Town has a strong case and we expect to prevail and continue current practices without additional compensation.

# Adjourn

**MOTION:** I move that the Board of Selectmen adjourn the Executive Session at 6:55 p.m. and return to Open Session at 7:00 p.m.

**Motion by:**

**Seconded by:**

**Aye      Nay**

**Roll call: (Post, Holcomb, Stone, Tolley, and Quirk – aye)**

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Respectfully submitted,

Peter Johnson-Staub