

TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
EXECUTIVE SESSION MINUTES
MARCH 3, 2015

Members Present: Lorraine A. Brue, Chairman
John R. Gray, Vice Chairman
Virginia M. Coppola, Clerk
James J. DeVellis
David S. Feldman

Others Present: William G. Keegan, Jr., Town Manager
Mary Beth Bernard, Assistant Town Manager

A motion to enter into Executive Session to conduct strategy sessions in preparation for negotiations with union personnel or to conduct collective bargaining sessions or conduct negotiations with union personnel –The Foxborough Highway and Water Employees Union (AFSCME) and return to regular session at the conclusion was made by Lorraine Brue. Seconded by John Gray. **The motion carried 5-0-0. Roll Call Vote Lorraine Brue – yes, Virginia Coppola – yes, James DeVellis – yes, David Feldman – yes, John Gray - yes**

Ms. Bernard informed the Board after proofreading the MOA for the Town of Foxborough Highway and Water Employees Union (AFSCME) contract she found/corrected a few typo's one of which was:

First line – Changed to 2 year agreement (stated 1 year which was incorrect)

Ms. Bernard stated that these were amicable negotiations and some of the major issues were:

Snow
Overtime
On Call on Weekends

Ms. Bernard explained that the Holiday Pay required clarification because of the day after Thanksgiving.

Ms. Coppola asked if their holidays would be 12 and not 11 to include the day after Thanksgiving. Ms. Bernard stated yes.

Mr. DeVellis asked what would happen if the holiday fell on a Saturday. Ms. Bernard stated that the town would recognize the holiday on Friday in that particular situation and that if the holiday fell on Sunday it would be recognized on Monday. Ms. Bernard stated that the day after Thanksgiving is not an official holiday so they had to change that.

Mr. DeVellis asked about the clothing/shoe increase from \$450 to \$475. Ms. Bernard stated that the employees do not receive money. One pair of boots is not enough so they are able to go to Bass Pro and purchase these on the town account.

Mr. Feldman asked if we check that the boots are steel toed. Ms. Bernard stated yes. Ms. Bernard stated that the girls in accounting look up the sku numbers of every item purchased and if they are not under the town acceptable codes the employee must pay for the purchase themselves.

Mr. Feldman asked who is eligible for the mechanics tools. Ms. Bernard stated that there are only two (2) employees - the DPW Mechanic and the School Bus Mechanic.

Mr. Gray asked if this was for wear and tear on their own tools, as most mechanics supply their own tools. Ms. Bernard stated yes.

Mr. Feldman asked if the town requires DPW and Water to be licensed in a confined space. Ms. Bernard stated that MIIA does the training every year. Everyone has been trained except the two new employees who will be trained in the spring.

Ms. Bernard stated that prescription eyewear is new to the contract and glasses will be replaced as long as it is not due to negligence. The town will replace up to \$175.

Ms. Bernard stated that the Rotating Roster Overtime bubbled up this summer as there was school department work and a supervisor used his own crew which resulted in a grievance because one of the workers was not union. Ms. Bernard stated that the town added the word "qualified" to ensure that a qualified person would be there.

The union did not want a supervisor doing the work of a union worker. Ms. Bernard stated that the DPW Director stopped at a water leak that he discovered passing by on Walnut Street and he could not put up barriers because of the union. Ms. Bernard stated that they covered this in the MOA to clarify if there was an emergency situation a supervisor could do this work.

Ms. Bernard stated that they went to a 2 year contract this year because this union is established. The other unions were one year because they were brand new.

Ms. Bernard stated relative to compensation they will receive 2%.

Ms. Bernard stated that under "Performance Advancement", this will no longer be automatic and that the DPW Director will do a review and if applicable can advance an employee no more than one step increase. Mr. Gray asked how much the steps move. Ms. Bernard stated it averages 2% - 2 ½% and has only six (6) steps.

Mr. Gray stated that they should talk publicly about the wage plan.

Mr. Keegan stated that they are going to try to compress steps.

Ms. Bernard stated they wanted to add "Change in Classification" to the contract (which was the town's policy anyway) that if a laborer got his hoisting license this did not mean they would get an advancement automatically; this would only happen if the town had an opening and they would have to apply for that opening.

Mr. Feldman asked under "Pay Policy" if the summer schedule was to get more work done in daylight hours. He felt there was no value in working the Friday hours listed, as equipment cannot be started in residential areas before 7:00a.m. Ms. Bernard stated that she had spoken to Dave LaLiberte and he stated this was beneficial. Mr. Keegan stated that if they say that is the case, he believes them.

Ms. Brue asked if the last sentence which presently reads "6:30a.m. – 4:00p.m. Monday – Friday" should state "Monday – Thursday". Ms. Bernard stated yes.

Mr. Gray asked if they work 36 hours or 40 hours per week. Ms. Bernard stated 40 hours.

Mr. Gray asked if they presently worked 8:30a.m. – 4:00p.m. Ms. Bernard thought 7:30a.m. – 3:30p.m., but would clarify this.

Ms. Bernard explained that the union has not ratified this contract yet but she wanted to present this to the Board in case it has to go before AdCom.

Ms. Bernard stated that they wanted to get rid of the compensation time for overtime but given the large amount of overtime they are working now they did not. Ms. Bernard stated that they are allowed to amass 100 hours of compensation time which will go away at the end of the year.

Mr. Feldman asked who signs off on the time. Ms. Bernard stated Roger Hill fills out a slip and tracks it on a spreadsheet. They want to work out a process with Randy Scollins as no one has worked with this part of the program in Munis yet.

Mr. Feldman asked if there was a module for comp. time. Ms. Bernard stated that they have a code number.

Ms. Bernard stated that they negotiated in the contract that an employee will receive 1 ½ times the employee's rate for Gillette Stadium details. They agreed to this instead of the 2 they wanted.

Ms. Bernard stated that there is one person from the water department that monitors the water tower at the stadium. Mr. Keegan stated that water is the only one that can perform this detail; no one else goes up there.

Mr. DeVellis asked that Ms. Bernard change that statement to read that it is a water detail. Ms. Bernard stated she would.

Ms. Bernard stated that under “Grievance Procedure” the contract had stated “Human Resources Director” and they have now changed that to “Town Manager or designee” as well as “Highway Superintendent” to “DPW Director or his designee”.

Mr. DeVellis asked who they were negotiating with. Ms. Bernard stated the ASME Representative, Jim Caffin, Water & Sewer, Heavy Duty Operator and sometimes the mechanic.

Mr. DeVellis asked if the three departments have merged (DPW/Water & Sewer/Tree & Park) why we are still referring to them separately on the contract as well as Tree & Park isn't listed. Mr. DeVellis explained that this whole process went to town meeting and was established. Mr. Keegan stated that this would have to be changed at the state level. Ms. Bernard stated that they could do a recognition clause stating “formerly known as”.

Ms. Brue asked if the Board needed to vote on this. Ms. Bernard stated this needed to be ratified first and then voted on in public session.

Mr. Keegan updated the Board on the Steelworkers Union. Mr. Keegan had heard grumblings that they feel management is dragging their feet but they aren't. Ms. Bernard stated that the union wanted the 2 ½ pages of management rights brought down to a paragraph. Ms. Bernard further stated that she won't yield on management rights and had another meeting today.

Mr. DeVellis asked where the grumblings are coming from. Mr. Keegan stated the employees.

Motion by Virginia Coppola to accept the Executive Session Minutes of February 3, 2015 as written or as amended. Seconded by John Gray. **Vote 3-0-2**

Motion to adjourn Executive Session at 7:10pm and to return to regular session was made by John Gray. Seconded by James DeVellis. **The motion carried 5-0-0. Roll call vote Lorraine Brue – yes, Virginia Coppola – yes, James DeVellis – yes, David Feldman – yes, John Gray – yes.**

Respectfully Submitted,

Debra A. Jarvis