

**TOWN OF WINCHENDON**  
**BOARD OF SELECTMEN EXECUTIVE SESSION MINUTES**  
**MONDAY, OCTOBER 3, 2016**  
**ROBINSON-BROADHURST CONFERENCE ROOM**  
**109 Front Street, Winchendon, Mass.**

Present:

Barbara Anderson, Chairwoman  
Audrey LaBrie, Vice-Chairwoman  
Amy Salter  
Austin Cyganiewicz  
Michael Barbaro

Keith R. Hickey, Town Manager  
Linda Daigle, Executive Assistant  
David Walsh, Police Chief

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List of Documents Presented at Meeting:

- Town Manager Memo dated 9/20/16 regarding Recommended Collective Bargaining Agreement with Dispatcher Union (attached)
  - Proposed Three Year Collective Bargaining Agreement between the Town and AFSCME Local 1717 Police Dispatchers (attached)
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**EXECUTIVE SESSION:**

No. 3 – To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the Chair so declares - Subject: Dispatch - AFSCME Council 93, Local 1717

Executive Session was called to order at 9:25 p.m.

The Town Manager informed the Board that he received a call from Templeton Administration asking if there is any interest in sharing a Fire Chief position regionalizing with Templeton. He said he would approach the Board with the idea. He informed the Board that our Chief was once the Fire Chief in Templeton and through a prior conversation knows he is opposed to regionalizing, not wanting to risk response time versus saving money. After a brief discussion, the Board thought it was worth exploring and having a conversation about. It was unsure whether the state would provide additional funding or if grant money could be obtained but this was a good opportunity for the Board and the public to consider.

The Town Manager noted the Dispatch draft agreement in their packets is the same premise as the Public Works and Police Officer contracts. He reviewed the changes summarized in his memo to the Board:

- The grievance procedure process is changed to match the patrolman's union
- Shift differential for dispatchers working the 3:00pm to 11:00pm and 11:00pm to 7:00pm evening and overnight shifts
- Dispatchers to receive time and one half for working six holidays, consistent with patrolman and adds one personal day making the total personal days three per contract year
- Sick days reduced from 15 to 12 annually
- Bereavement leave consistent with the patrolman
- Changes to the health insurance article to be the same as all other union contracts recently approved
- Cost of living increases of .5% for FY17 and 1.5% for FY18 and FY19, consistent with recently approved other contracts

Mr. Hickey reported the estimated annual cost to the Town would be \$6,380.00 for this agreement. They spoke briefly about a modification to the lunch break language in the contract to be clear that unless there is a second person on duty to cover lunch, they would need to eat at their desk. Chief Walsh believed there was an exemption for dispatchers as there are for police officers with lunch breaks. Mr. Hickey stated the union understands this and is willing to work with the changes making it more consistent with others. This is the last contract we have to address. The AFSCME clerical staff in this building and the Firefighters union hasn't expired yet.

There were a few typos noted to be corrected in the document as well as numbering the articles and updating the table of contents.

Barbaro moved to close Executive Session and enter into Regular Session; Cyganiewicz seconded. By roll call vote of all aye, the meeting adjourned from Executive Session into Public Session at 9:36 p.m.

Respectfully submitted,



Linda Daigle  
Executive Assistant