

**TOWN OF WINCHENDON
BOARD OF SELECTMEN
EXECUTIVE SESSION MINUTES
MONDAY, JANUARY 8, 2018
Town Hall, 2nd Floor Auditorium
109 Front Street, Winchendon, Mass.**

Present:

Barbara Anderson, Chair
Michael Barbaro
Charles Husselbee
Austin Cyganiewicz

Keith R. Hickey, Town Manager
Linda Daigle, Executive Assistant

Absent:

Audrey LaBrie, Vice Chair

List of Documents Presented at Meeting:

- Town Manager's Memo dated Jan. 2, 2018 regarding AFSCME Collective Bargaining Agreement Proposal for Clerical Union (attached)
- American Federation of State County and Municipal Employees AFL-CIO, State Council 93, Local 1887 Tentative Agreement (attached)
- AFSCME Clerical Union Wage Proposal - Effective 7/1/18

EXECUTIVE SESSION:

Exemption 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.

Subject: Collective Bargaining Agreement with AFSCME 93 Local 1887

Executive Session was called to order at 8:53 p.m.

The Town Manager informed the Board that he included in their packets a tentative ACSME Agreement, which represents the clerical staff primarily in Town Hall, the Library and the Council on Aging. It is a one year contract through the end of FY19 wanting to have the five union contracts expiring at the same time allowing for proposals for changes to occur all at once. Substantive changes are easier to do if everyone understands, he explained. He provided a memo in the Board packets highlighting the main changes.

- The agreement hadn't been negotiated in full since 2008. There were three memorandums of understanding and what was primarily done with those memorandums was rather than receive money, additional time was given off. He has incorporated the memorandums of understanding in the proposed contract.
- Article 1 will better recognize the positions that are part of the bargaining unit.
- The word "permanent" employee has been removed as there is no such thing.
- Holidays have been modified to reduce the amount of time off around the Christmas, New Year and Veteran's Day holidays. Hickey said he has heard from the public and board members who have felt there is significant time given primarily around those holidays. Everyone agreed it was excessive. Everyone enjoys having Fridays off and people are paid based on having Fridays off. He is looking to find a middle ground to eliminate excessive holidays given to employees around those holidays. He has modified the days off so employees can be more productive around that time of year.
- Personnel time is currently 30 hours and has been reduced to 27.
- The health insurance language has been changed to be consistent with other collective bargaining units.

- The “me too” clause regarding raises for other unions has been eliminated. Hickey added that it was being eliminated because he is trying to treat everyone the same.
- Lastly, he has included in the contract, the wage proposal that was settled on using the salary survey Bernie Lynch put together. He amended the salaries to reflect the survey that we received during FY18. A spreadsheet has been included in the tentative contract that shows the total annual cost of wages with an increase of just over \$23,000. With the help of Joanne, the Asst. Accountant, three mistakes were found this morning which are actually reductions in the Asst. Library Technicians’ wages and somehow we forgot the Veteran’s Agent. He passed out a new wage schedule effective July 1, 2018. Instead of six, there are four employees; an Asst. Town Clerk, a Meals on Wheels Driver, the Health Inspector and the Library Technicians are proposed to move up in the grid. Those positions are being proposed to be adjusted to 50% of the difference between the current pay and Step 1 of the wage range and the plan is to address the other 50% next fiscal year when reviewing the new three year contract. The union has agreed. The \$23,000 is not that much more than what these employees have been getting. They’ve been getting over the last couple years 4 ¼ % raise because of the memorandum of understanding. In his mind, part of how he can justify the \$23,000 is there is going to be some added work product from reducing the number of hours they get and reducing the personal time. They will be more productive because they will be here more.

The Town Manager said the collective bargaining agreement hasn’t been ratified yet by the union. They are meeting tomorrow night. He wanted to bring this to the Board tonight to see if there were any issues or concerns or items that would not allow them to support the union contract so he could bring back to them for conversations tomorrow evening. If we come to an agreement, this will be on the Board’s agenda at their next meeting January 22nd for the Board to ratify for July 1, 2018.

The Board had no issues with the changes.



The second thing, Mr. Hickey said pertains to the Conservation Agent, David Koonce, who works Mondays and Thursdays. Mr. Koonce often says he doesn’t have enough time to get things done. A lot of holidays fall on Monday which means he’s only here one day a week. Switching his day will give him more hours. He can’t justify increasing hours until he’s worked two days a week. He is looking to change his hours cooperatively with him.

Barbaro moved to adjourn Executive Session and enter into Open Session; Husselbee seconded. With a roll call vote of all aye, Executive Session adjourned into Open Session at 9:26 p.m.

Barbaro moved to adjourn from Open Session; Husselbee seconded. With a vote of all aye, the meeting adjourned at 9:26 p.m.

Respectfully submitted,

Linda Daigle
Executive Assistant