

Town of Sandisfield  
Select Board  
October 18, 2021

Minutes for Select Board Work session held on Monday, October 18, 2021 at 6:00 p.m.  
at the Town Hall Annex, 66 Sandisfield Road, Sandisfield, MA

Members present: George Riley, Alex Bowman, Steve Seddon, Victor Santiago  
(representing Teamsters Local Union No. 404), David McCuin

Called to order at 6:00PM

The Select Board conducted a meeting with Victor Santiago, who was representing the International Brotherhood of Teamsters Local 404 to discuss their union contract for the DPW. They received three proposed items for discussion.

The first item was a reaffirmation that the contract would be a three-year agreement. The second item was Article 2, paragraph 12, regarding wages. The union proposed wages would increase by 5% per year over the three years. The third item regarded annual bonus and employee evaluations, and requested a sentence be added to this section stating all evaluations shall be done annually and a time frame be confirmed. Victor suggested evaluations be conducted the first week of October, and bonuses paid by the first week of December. The Select Board suggested evaluations be conducted the first week of March, and bonuses paid by the first week of June, and the union was amenable to that.

The Select Board noted that Juneteenth, June 19th is a Massachusetts holiday and discussed adding it to the holiday schedule. Alex suggests that the Town should get something in return for this.

George states that the first and the third amendments the union made to their contract prove no issue to the Select Board. However, the second item is not possible. Currently the increase in wages of 2%, is "baked into" the current budget, and George does not see this percentage increasing, for the entire DPW budget is structured around it.

At the end of the meeting Victor and David brought up the future change on January 1 from weekly to biweekly pay periods. David claimed that this would be very difficult for him. Victor sees this as a bargaining chip, and wants some concession for this.

Meeting adjourned at 7:00 pm.

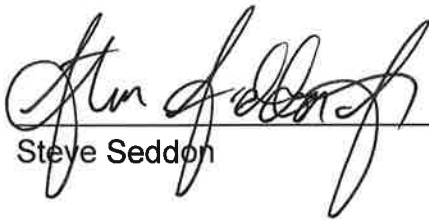




George Riley



Alex Bowman



Steve Seddon