

Town of Sandisfield

Select Board
October 25, 2021

Minutes for Select Board Work Session held on Monday, October 25, 2021 at 6:00p.m.
at the Town Hall Annex, 66 Sandisfield Road, Sandisfield, MA

Members present: George Riley, Steve Seddon, Alex Bowman, Victor Santiago

Called to order at 6:00PM

1. Discuss renewal of DPW contract

The Select Board will be discussing the renewal of the DPW union contract with Town and Teamsters Local Union 404 Representative, Victor Santiago.

George explains the Select Board looked over the proposals from the union and they have come up with a few items they would like to negotiate.

The first item George mentions is the pay scale. Steve Seddon had brought it to the attention of the Select Board that the pay scale did not have any incentive, therefore DPW employees may not feel motivated to better themselves in their work environment. George suggests that they come up with incentives, like an increased hourly wage for getting certain licenses, and developing a commitment if they were to pay for an employee to get that specific license. However, developing this incentive system will take time. Therefore, the Select Board would like to change the contract agreement from a three-year agreement to a one-year agreement.

Victor seems open to shortening the contract to one-year in order to allow the Select Board to research appropriate incentives for licenses, for he agrees that more valuable employees should make more money.

George explains to Victor that they cannot accommodate the 5% wage increase proposed in the contract for the first year because only 2% is budgeted for. A higher increase may be possible in the future.

Dave McCuin notes he never received his 2% wage increase, only Keith Larson, who is not in the union, did receive the bonus. Victor expressed concern with this, for he does not want Sandisfield to get in trouble for treating certain employees differently. The missing 2% increase will be retroactive to the contract renewal.

The contract is summarized by the Select Board as they propose to extend the current contract one additional year. However, by March they will renegotiate with proposed incentives for DPW employees to create an updated three-year contract. A new wage increase will also be negotiated. Employee evaluations and bonuses will now have a deadline: Evaluations will be

conducted by the first week of March and bonuses paid by the first week of June. It is also proposed that a personal day will be traded for the holiday of Juneteenth, and Columbus Day should be renamed "Indigenous Peoples Day."

Dave brings up the difficulties that may arise by moving to bi-weekly pay in the new year. Victor suggests keeping DPW at weekly pay instead of increasing their 2% wage increase this year. George suggests trading a personal day for continuing weekly pay. This will be negotiated at a later date.

2. Vote to enter into Executive Session for the purpose of discussing strategy with respect to collective bargaining

George motions to table this item and adjourn the meeting.

Meeting adjourned at 6:55pm.

George Riley

Alex Bowman

Steve Seddon