

# Town of Sandisfield

Select Board

December 13, 2021

Minutes for Select Board Work Session with Victor Santiago held on Monday, December 13, 2021 at 6:00p.m. at the Town Hall Annex, 66 Sandisfield Road, Sandisfield, MA

Members present: George Riley, Alex Bowman, Steve Seddon, Kevin Flynn, Victor Santiago, Jay Osowski, David McCuin

Called to order at 6:00PM

## **1. Union negotiations over 2021-2022 DPW contract**

Union representative Victor Santiago summarizes he spoke with the other union members and proposed to extend the contract one more year with the 2% COLA increase, but they would like to be paid weekly and receive the June 19th holiday as well.

Victor notes that it is up to the Select Board to research the license priorities and incentives before the fiscal year to be included in the next contract. The Select Board plans to have this determined by March, when employee evaluations are being completed.

Victor, Jay Osowski, who will be taking over as Sandisfield's DPW Union representative and David McCuin exit the meeting momentarily to allow the Select Board to deliberate their proposal.

George notes that he spoke with the Treasurer, Gina Campbell who expressed concern with paying the DPW weekly. Alex Bowman mentions a possible solution could be to provide a loan to any employee who may have trouble transitioning to bi-weekly pay.

If the town were to allow the DPW employees to remain on a weekly payroll, they will be unable to provide the holiday as well because that will cause tension within other departments because they were not given the option for weekly pay.

Victor, Jay, and David re-enter the meeting. George explains to them that in order to be fair to all town employees they cannot offer both weekly pay and the holiday; DPW employees will have to choose one. This option will be made available to all town employees. Victor suggests the town is already operating unfairly based on all DPW employees being paid the same rate regardless of their licenses and experience. The Select Board reiterates they agree DPW employees should be compensated for

bettering themselves in their field and this is the reason they requested the one-year extension to their contract in order to create incentives.

Alex proposes providing a loan to any DPW employee who might have trouble transitioning to bi-weekly pay. Victor does not see this as an option. Steve Seddon suggests the Treasurer write two checks for any DPW employee who wants weekly pay and postdate the check. Any overtime will be accounted for in the following check.

Victor agrees to the original contract proposed by the Select Board. DPW employees will choose between the June 19th holiday and bi-weekly pay.

Meeting adjourned at 6:30pm.

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George Riley

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Alex Bowman

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Steve Seddon