

Town of Sandisfield

Select Board
March 9, 2022

Minutes for Select Board Executive Session held on Wednesday, March 9, 2022 at 6:00p.m. at the Town Hall Annex, 66 Sandisfield Road, Sandisfield, MA

Members present: George Riley, Alex Bowman, Steve Seddon

Called to order at 6:00PM

1. Discuss strategy with respect to collective bargaining of DPW Union contract if an open meeting may have a detrimental effect on the bargaining position of the Select Board

George motions to enter executive session with respect to collective bargaining of DPW Union contract and declares that an open meeting would have a detrimental effect on the bargaining position of the Select Board. Alex seconds.

Roll-call vote: Steve, yes. Alex, yes. George, yes.

The Select Board begins to discuss the proposals the Union has presented, and determines what can be agreed upon or compromises that can be made.

The Union proposed the guaranteed number of hours for when an employee is called back into work after their regular hours increase from three hours to four. The Select Board is not in favor of this change. The Union also proposed a 6% COLA, the Select Board is not in favor and would like to move forward with the proposed 3% COLA.

The Select Board would like to keep an addendum from last year's negotiation, which states all employee evaluations be completed by the first week of March at the latest and bonuses be paid by the first week of June.

The Union proposed significant changes to the vacation schedule for DPW employees. The Select Board counter-proposed that employees who serve one to five years should be granted 10 vacation days, five to 15 years are granted 15 vacation days, and anything over 15 years will be granted 20 vacation days.

There is a brief discussion about looking through the Personnel Policy for all Town employees in search for any discrepancies, followed by making changes to benefit the employees. George reminds the Board that they promised the Principal Assessor they would conduct a salary survey.

The Select Board suggests continuing to offer the Juneteenth holiday only to DPW employees who are paid on a bi-weekly schedule. Alex questions the legality of revoking a state holiday, and instead suggests granting a personal holiday for those paid bi-weekly. Juneteenth will be granted to all employees, a personal holiday will be removed, and all employees who operate on a bi-weekly pay schedule will be granted a personal holiday.

The Select Board agrees all DPW employees will be reimbursed annually for out-of-pocket costs of DOT Physicals/Medical card from a doctor of their choice at the town's expense. Employees will also be paid for time spent taking continuing education classes, but not travel time.

It is suggested to put this contract into effect immediately in order to benefit current DPW employees and attract more job applicants. Alex confirms that the proposed wage increase would be in the DPW salary budget, for they are only at 45.33% of funds spent.

George proposes changing the current contract to read that a DPW employee will receive time and a half for three hours, except for any portion of those hours that coincide with any of their regular work time. This will remove any sense of "double-dipping." Alex assumes the Union will want something in return, and George notes putting the contract into effect sooner than July 1 would be a fair trade.

Alex motions to leave executive session. Steve seconds.

Roll-call vote: Alex, yes. Steve, yes. George, yes.

Meeting adjourned at 6:50pm.

George Riley

Alex Bowman

Steve Seddon