

Town of Sandisfield

Select Board
March 29, 2022

Minutes for Select Board Executive Session with DPW Union Representative Jay Osowski held on Tuesday, March 29, 2022 at 5:00p.m. at the Town Hall Annex, 66 Sandisfield Road, Sandisfield, MA

Members present: George Riley, Alex Bowman, Steve Seddon, Jay Osowski, David McCuin, Ralph Leavensworth

Called to order at 5:00PM

1. Motion to enter Open Session

2. Motion to open Executive Session under MGL c. 30A Section 21 #3 to conduct collective bargaining

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

Jay Osowski, David McCuin, and Ralph Leavensworth exit the room briefly to allow the Select Board to discuss a proposal.

Steve Seddon proposes they offer to shift the wage matrix to begin in Year 2 aka FY24. The personal holiday will be removed and the DPW will receive the 3% COLA. This will allow all DPW employees to earn their appropriate pay based on the new wage matrix, and then receive their 3% COLA based on their new wage.

Jay, David, and Ralph re-enter the meeting.

It's noted that a baseline for employee expectations in regards to time put into a job needs to be established before allowing the GPS to determine any kind of bonus or benefit.

Jay addresses that Ralph has not been paid appropriately for his time on the DPW, according to the current Union contract. He is currently being paid \$23.62, but should be getting \$23.90. The Treasurer will be notified to pay Ralph his appropriate rate retroactively.

An issue arises where the wage matrix would decrease Ralph's wage based on the licenses he currently holds. The Union will not agree to a contract that requires a paycut. George proposes that effective July 1, Ralph is bumped up to Laborer 7 in anticipation of him acquiring his additional license in August, which will increase his

wage to \$24.50/hr. The Union is hesitant to agree to this because if Ralph is unable to get his license he will still receive the wage decrease.

Steve proposes all DPW employees be shifted from Year 1 to Year 2, which is listed as FY24 and a 3% COLA would be given on top of their new increased wage. He explains Ralph would then be making \$24.45/hr, and David \$27.25/hr. Steve clarifies this proposal would only stand should the Union agree to accept the 3% COLA and remove a personal holiday in exchange for weekly pay, rather than the requested bi-weekly.

The exchange of a personal holiday for weekly pay is discussed. It's questioned how much time bi-weekly payroll saves the Treasurer, and what she does with the extra time she's saved. George examples the backlog of delinquent taxes from residents and property owners. Should the Treasurer be able to follow-up on these late payments, the town will receive more revenue, and the tax rate has the potential to decrease.

The Union members exit the meeting briefly.

The Union agrees to exchange a personal day for weekly pay. They also agree to jump to the Year 2 wage matrix beginning July 1. Jay requests Alex make the changes to the contract and send them over. He will then meet with the Union to sign and approve the changes.

Alex motions to exit Executive Session. George seconds. Motion passes unanimously. Roll-call vote: George, yes. Steve, yes. Alex, yes.

Meeting adjourned at 6:39pm.

George Riley

Alex Bowman

Steve Seddon