

Attendees: Selectman Michael Goddard, Selectman Lawney Tinio, Selectman Chairman Mike Ammendolia, Union Rep. Paul Coffey, Accountant Claudia Cataldo, Principal Assessor Jean Berthold, Finance Committee Member Willem Angenent

Session open: 7:40 PM

Session focused on negotiations with the Town Hall union and Fire Fighters union.

Town Hall Discussion:

Negotiations started with the union lead (Coffey) making a statement and asking a number of questions:

- Due to no prior notice, our FinCom rep was asked to leave the session
- Three meetings had been held with the Interim Town Coordinator – question asked to the Selectmen if we received the notes from those discussions (affirmative reply given)
- Concern was stated that the Board may have an issue with the union – specifically questioned if the BoS was bargaining “in good faith”

Discussion ensued to gain an understanding as to the reason for the questions and determined the latency in response to meetings (providing a counter-offer) and a request to add jobs to the union appeared to be the driver of the comments made.

Focus then turned to reviewing and discussing the Union’s asks for the upcoming contract

- Duration 3 years
- Housekeeping around 1 & 4
- Updates to bereavement policy (5 days for immediate family from 3)
- Housekeeping to Article 10 (Division of Labor Relations)
- Annual increases of 4% each year + step
- Implementation of the wage classification plan
- Add Library Director and Treasurer as union positions
- Town Accountant and Principle Assessor hours to be worded similar to the Treasurer’s current contract

Upon review of the requests, the BoS made request to caucus to discuss the items.

The negotiations continued at 8:10PM and the Board requested clarification on the Town Accountant (TA) and Principal Assessor’s (PA) request around working hours – what was the intent of the ask?

The Board had a caucus a second time and rejoined at 8:25 PM and presented the Board’s counter-offer:

- 2 year duration

- Agree to housekeeping changes proposed for 1, 4 & 10
- Agree to bereavement policy changes
- 4% increase year one, open comp discussion in year 2 (unable to commit to \$ in year 2 at this time)
- Agreed to TA and PA hours language pending review with Town Counsel

The Board agreed that implementing the wage plan would be something to pursue with two primary concerns:

- Appropriate language added to make increased dependent on availability of funds (negotiations)
- Implementation of the annual review process by reviewed and updated to insure fairness to both parties (ex. specify what rating requires a step increase)

Action Item:

- Lawney will coordinate with Town Counsel to review/draft acceptable language for the contract
- Mike Goddard will work with Claudia and Jean to revise/review the performance evaluation process

Discussion ensued regarding the addition of two positions to the union. Although the Board indicated they were not in favor of adding the positions to the union, it was determined to be a moot point since the union had already filed for a “unit clarification” with the State. Due to no response being received after two weeks, the union executed the filing and all parties agreed this request would no longer be part of the negotiations moving forward.

The session with the Town Hall Union closed at 9:05PM.

The session with the Firefighters Union began at 9:10PM

Chairman Ammendolia apologized for the delay in getting started as the previous session ran long.

Discussion focused on the union’s request to join the IAFF and Massachusetts union – information was provided regarding the benefits of joining both affiliations and the Board indicated their support.

Lawney proceeded to provide an overview of the process the Board used in formulating a counter-offer to the union’s initial request:

- All in, the union’s request was ~\$105,000, 3-year duration
- The counter offer was:
 - 4% first year, negotiate comp the second year, 2 yr duration
 - \$5 / hr for maintenance
 - \$3 / hr for Asst. Chief role

Firefighters continued the discussion by outlining some additional items for consideration:

- Call back from minimum 2-4 hrs
- Holiday from 10-16 hrs
- On Call (In station) from \$75 to \$100

- Uniform allowance \$200

Motion made by Selectman Tinio and seconded by Selectman Goddard to adjourn at 9:55 PM.
The motion carried unanimously.

Respectfully Submitted,

Michael Goddard
Mendon Board of Selectmen

MG/drw