



OFFICE OF THE SELECTBOARD
272 Main Street Townsend Massachusetts 01469



Chaz Sexton-Diranian, *Chairman*

Joseph Z. Shank, *Vice Chairman*

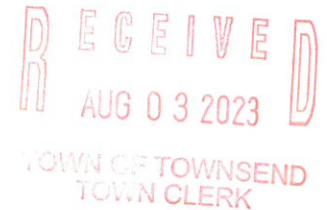
Theresa A. Morse, *Clerk*

R. Eric Slagle, *Town Administrator*

Sabrina Moore, *Administrative Assistant*

Topic: Selectboard

Time: June 28, 2023 18:00 Eastern Time (US and Canada)



I. PRELIMINARIES:

- 1.1 Call the meeting to order and roll call.
- 1.2 Pledge of Allegiance
- 1.3 Announce the meeting is being recorded and uploaded to YouTube.
- 1.4 Chairman's Additions or Deletions.

Board of Selectmen meeting called to order at 2:30 p.m. with Chaz Sexton-Diranian remotely and Joseph Z. Shank in person, Theresa Morse remotely.

Pledge of Allegiance recited.

Chaz Sexton-Diranian announced that the meeting is being recorded, is live on channel 9 and will be on the Town's YouTube channel afterwards.

Additions: None

Deletions: None

II. MEETING BUSINESS:

- 2.1 Review/Approve Collective Bargaining Agreements

The Clerical Union and Supervisor's Union Agreements were agreed upon and available for review by the Board of Selectmen. The documentation included all the changes that were proposed for the Collective Bargaining Agreements.

Clerical Union:

- **Article 6A Holidays:**

In the past there was confusion about employees who do not work 5 days a week and how a Holiday is calculated for them. This has been clarified with this article.

- **Article 7A Vacation:**

A change was implemented for accrued vacation to allow two weeks of rollover and accrual at the rate of 1/12th their annual allotment per month. If more than accrued borrow from the allotment. In the event the employee needs to take more than accrued, it is allowed to borrow from this allotment. In the event the employee leaves the Town service before all is earned, the difference that hasn't been accrued needs to be paid back. Clarification language is also added in the last two sentences of the article.

- **Article 8A Sick Leave:**

To allow employees to put time into the sick bank.

- **Article 11 Insurance:**

This was to encourage employees to put funds into the FSA accounts by reimbursing them with up to \$250.00 each contract year if they contribute at least \$250.00 to an FSA account.

- **Article 13A Longevity:**

Longevity level has been increased.

- **Article 14A Clothing Allowance:**

Added the Clothing Allowance for the COA Kitchen Manager.

- **Article 18A Wages:**

2% shown in depth for the 3-year contract years.

- Motion was made by Joseph Z. Shank and seconded by Theresa A. Morse to approve the Union agreement with the Clerical Union dated June 28, 2023. Roll call vote Joseph Z. Shank yes, Theresa A. Morse yes, Chaz Sexton-Diranian yes.

Supervisor's Union:

- **Article XIII Overtime:**
 - Includes removing the Facilities Manager and Cemetery and Parks Supervisor from eligible employees and adding the Assistant Town Clerk and the Assistant Town Clerk is only eligible under the caveat of the new language that was added for actions in Town Meeting and with the approval of the Town Administrator.
 - The Highway Superintendent cap of \$3,000.00 overtime during winter operations.
- **Article XV Holidays:**

Added Juneteenth, language mirrored the language of the Clerical Union.
- **Article XVI Vacations:**

Effective immediately, not able to get a windfall, not able to cash out more vacation time then accrued in Fiscal Year, if taken more time than accrued, it must be paid back.
- **Article XVII Sick Leave:**

Same language as in the Clerical Union.
- **Article XVIII Longevity:**

Same language as in Clerical Union.
- **Article XIX Clothing Allowance:**

Clothing allowance was for clothing used for employment; this went up slightly. Highway, Assessor and Health Administrator were added. Receipts must be submitted for reimbursement.
- **Article XXX Cell Phones:**

Health Administrator was allowed to get a cell phone to be paid from the Recycling Revolving Fund.
- **Article XXXI Licenses:**

Required licenses and certifications shall be paid for and renewed at the Town's expense. Additional licenses and certifications, at the discretion of the Town Administrator or Department Board may be reimbursed by the employer.
- **Article XXXII Wages:**

Matrix adjustment by 2%.
- Motion was made by Joseph Z. Shank and seconded by Chaz Sexton-Diranian to accept the Townsend Supervisor's Union agreement dated June 26, 2023. Roll call vote Joseph Z. Shank yes, Theresa A. Morse yes, Chaz Sexton-Diranian yes.

III. WORK SESSION:

IV. EXECUTIVE SESSION:

V. ADJOURNMENT:

Next meeting will be Tuesday July 11, 2023, at 6 p.m.

Motion was made by Joseph Z. Shank and seconded by Theresa A. Morse to enter Executive Session and to adjourn from Executive Session:

Executive Session pursuant to GL c. 30A, s. 21(a)(3), to discuss strategy with respect to collective Bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares. Roll call vote Joseph Z. Shank yes, Theresa A. Morse yes, Chaz Sexton-Diranian yes.

Recording of meeting found

at: <https://www.youtube.com/watch?v=RfnZHF6MnWs&list=PLQpCwUSpXeCa-inxdzK0jQMgEx3wCFBbE&index=3>

Minutes submitted by Sabrina Moore on 08/01/2023.