

**BOARD OF SELECTMEN
EXECUTIVE SESSION MEETING MINUTES
FEBRUARY 12, 2014**

The Board entered into Executive Session at 6:30 p.m. in Room 105 at Town Hall for the purpose of discussing strategy with respect to collective bargaining with the Laborers' Council. Chairman Jay Leary, Vice-Chairman Kevin Conley, Clerk Jay Marsden, Labor Counsel John Carey and Town Administrator Paul Le Beau were present.

Atty. Carey explained that there have been eight bargaining sessions and two mediation sessions. The union sought mediation when the Town offered 1%. The union is now down to 2.5% from 4% according to the mediator. A complicating factor is that Water Department employees currently get better on-call, call-in and clothing allowances than the Highway Department. A major sticking point is the management rights language. The Town wants the right to contract out and the union is opposed to this language. Mr. Carey said it might be possible to settle at 2%, perhaps 1% effective July 1 and then 1% effective June 30, or 2% effective January 1. This would be a one year agreement for FY14 to keep the contract in parallel with other union agreements in Town.

Mr. Conley suggested a total of 4% over 3 years. There was discussion of keeping the contract coterminous with other union contracts.

The Board indicated some receptivity to 1% on July 1 and 1% on June 30 with \$400 to \$450 for clothing, perhaps 5 or 6 comp hours for being on-call and management rights language to allow contracting out as part of a one year agreement.

Atty. Carey said the next step after mediation would be fact finding. If there is still no settlement, the Town's last best offer would be implemented.

AT 7:20 P.M., MR. MARSDEN MOVED, MR. LEARY SECONDED AND IT WAS VOTED BY ROLL CALL TO ADJOURN THE EXECUTIVE SESSION.

	AYE	NAY
Mr. Leary	X	
Mr. Conley	X	
Mr. Marsden	X	

Respectfully submitted,

Approved:_____

Released:_____

Paul D. Le Beau, Town Administrator