



## ***Town of Adams Massachusetts 01220-2087***

### **BOARD OF SELECTMEN**

TOWN HALL BUILDING  
8 PARK STREET

### **Wednesday, March 25, 2020 EXECUTIVE SESSION MEETING MINUTES**

**CALL TO ORDER:** On the above date the Board of Selectmen held an *Executive Session* meeting on the first floor of Adams Town Hall. It was announced that Members Blanchard and Duval were attending the meeting remotely for COVID-19 emergency purposes under 9410 CMR 29.10(5). Present in the room were Chairman Hoyt, Vice Chairman Bush and Member Nowak. Also present were Town Administrator Green and Town Counsel St. John III.

### **EXECUTIVE SESSION**

*#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;*

- LOCAL #204, STATE COUNCIL #93, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO (CLERICAL UNIT)

***At 7:10 Motion made by Member Nowak to enter into Executive Session for Reason #3 as read aloud, coming out of the meeting only to adjourn, second by Vice Chairman Bush. Roll Call Vote: Chairman Hoyt, Vice Chairman Bush, Members Duval, Nowak and Blanchard. Motion passed.***

*A brief recess took place. The meeting resumed at 7:17 p.m. Members Duval and Blanchard verified verbally that they were in a room by themselves and nobody could overhear the meeting content.*

***Town Administrator Green*** advised he met with the bargaining team and the Union is asking for a 4% wage increase all three years, bereavement day increase to five days to mirror the DPW contract and a minimum payout of a four-hour call in, and increase in hours for the maintenance and custodial personnel to forty hours and to add the Senior Planner to the union agreement. Recommendations from the Town Accountant and Town Administrator were given to the Board. Language currently in both the contract and Personnel Rules and Regulations regarding bereavement time were reviewed. Those affected by the minimum call-in pay request were outlined, as well as their current hourly commitment and the benefits included with the positions. Union coverage of the custodians was discussed briefly. It was noted that the positions would have enough work to be forty hours. The Senior Planner position was briefly outlined and further discussion took place about Community Development positions not being in the union. Pros and Cons of adding positions into the union and position bumping were discussed. It was noted that the Senior Planner position is funded by the Economic Development funds which come from the local option lodging and meals tax. It was noted due to COVID-19 this fund is under crisis. The potential addition of this position to the Clerical Union was considered. Board Members noted that the request for a 4% increase was out of the question. Bereavement language was reviewed and it was pointed out that it was clearly defined. The original length and purpose of bereavement leave was outlined. It was noted that the four-day work week was already a benefit for staff. Upcoming retirements were discussed. Consulting services and their costs will need further discussion. The four-day versus five-day work week was discussed.

Benefits that the Union received in the last agreement and the results of the last negotiations were outlined. Discussion on paid holidays and cooperation between staff was discussed. Aligning vacation time was proposed. Contract deadlines were noted as being over.

***At 8:03 p.m. Motion made by Member Nowak to exit the Executive Session, second by Vice Chairman Bush. Roll Call Vote: Chairman Hoyt, Vice Chairman Bush, Members Duval, Nowak and Blanchard. Motion passed.***

Respectfully Submitted by Deborah J. Dunlap,  
Recording Secretary

  
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Board Chair