Select Board Meeting

**Executive Session**

April 14, 2021

6:53 pm meeting Executive Session called to order.

Select Board members present: Mike Bedini, Ericka Oleson and Neil Oleson.

Select board members absent: None

Others present: Christine Dobbert and Vicki Winchell

Pre-Planning Session for Highway Union contract negotiations

* Updating date on the contract.
* Discussed including language citing the IRS rate for mileage reimbursement in the contact for the rare occasion when a highway worker uses their own vehicle.
* Article 1 - Correcting language in Article 1 to take out Highway and leave in the phrase Bargaining Unit.
* Article 3 – Christine will go back and review wage increase percentages
* Article 4.3 – Increase hourly rate $0.50 per hour for licensing
* Article 5.3 – Agree with keeping a 15 minute break however the wording should be changed that it is not at any set time.
* Clarify overtime language that it should be divided equally among the workers as it becomes available.
* Union wants the probationary period changed from 1 year to 6 months. Board would like it to remain at 1 year.
* Paid holidays were discussed.
* Board agreed it would be easier to calculate to change the wording of accrued time off to 4 hours per month from 5/6 day earned per month.
* Updating wording for shutdown time to be that earned vacation “will be” used during this time from “may be” used during the shutdown.
* Punctuation errors were noted.
* When offering insurance to new hires the wording needs to include “employee has to accept within 30 days of hire or wait for open enrollment”
* Clarify Longevity needs to be paid during the fiscal year it is accrued in.
* Christine wants to change the cell phone policy to a flat reimbursement rate of $35 to each highway member to be paid monthly directly to them vs each being on the towns cell phone plans.
* Article 22.2 – Remove. A safety committee is not necessary.

Mike Bedini made a motion to adjourn Executive Session at 7:30 pm. Ericka Oleson seconded. Unanimous.