



EXECUTIVE SESSION MINUTES
BOARD OF SELECTMEN

Monday, September 28, 2020
2nd Floor Conference Room

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Executive Session - 5:30 pm

Present: Carole Julius, Chairman; David Sheedy, Vice Chairman; Peter Spagone Jr., Clerk

Absent:

Others Present: Brian Noble, Town Administrator, Rebecca Johnson, Administrative Assistant, Jaime Kenny, Town Counsel, John Clifford, Town Counsel

Chairman Julius announced the Selectmen were entering into Executive Session Pursuant to MGL Chapter 30A, § 21 (a)(2) to conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel; police, fire, DPW, clerical unions.

Also, pursuant to MGL Chapter 30A, § 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.

Mr. Spagone Jr. made a motion to move into Executive Session, Mr. Sheedy seconded. Roll Call Vote: Ms. Julius: Aye, Mr. Sheedy: Aye, Mr. Spagone Jr.: Aye. All were in favor, 3-0

Mr. Clifford stated the purpose the executive session is to discuss some concerns they had about recent changes that have taken place. Mr. Clifford reviewed what the bargaining approach has been, and the role Town Counsel and the Town Administrator has had in the past regarding contracts.

Mr. Clifford stated, recently Town Counsel has not been requested to do the usual steps regarding contract process.

Ms. Kenny stated they have been Counsel in East Bridgewater for over six years, and have done multiple contracts with the Town, they feel as if there has been a disconnect. She stated there hasn't been much communication.

Mr. Clifford asked the Board of Selectmen if there had been a decision or change has been made on Town Counsel being the point of contact for the unions or how bargaining is handled.

Mr. Clifford mentioned he receives weekly updates from Mr. Noble. He was made aware of a possible health insurance change with the Town. Mr. Clifford stated it would have to be an executive session discussion and a vote would be required by the Board of Selectmen to consider changing the Health Insurance. Mr. Clifford mentioned there could possibly be bargaining implications.

Ms. Julius stated the Board had no intension to change the way things were done with Clifford Kenny as Town Counsel. Ms. Julius stated, Town Administrator, Brian Noble took projects on thinking he was doing the right thing. Mr. Noble will be brought up to speed and we will go back to basics.

Ms. Kenny stated there has been a disconnect with the Treasurer/collectors office regarding FMLA. Typically, FMLA forms and a letter gets sent out to an employee if they are out more than five days. Town Counsel would be notified to review the letter, she is not sure if that is happening.

Ms. Julius stated there has been some turnover in the Treasurer/Collector's office.

Ms. Kenny stated there are multiple trainings available on site and on zoom for staff.

Mr. Noble stated he was not aware Town Counsel was reviewing the FMLA letters and have been issuing FFCRA accommodations. Mr. Noble will get the file together and send it to Town Counsel.

Ms. Julius stated, the Department Heads have been advised they can call and email Town Counsel.

Mr. Clifford stated they had some similar concerns regarding general litigation, not being kept in the loop regarding the land auction. Town Counsel is concerned people might raise issues.

Mr. Spagone stated this is a learning experience and he now has a better understanding what roll Town Counsel fills.

Mr. Noble gave a brief update on the Clerical Union contract. There was a discussion regarding vacation time and how its accrued.

Mr. Noble stated the Town is in the process of undergoing an HR Review with the Collins Center. Mr. Noble stated, when they provide the first draft of the employee handbook, he will send it to Town Counsel for review. Ms. Kenny stated they will need to impact bargain the employee handbook. She stated the any policy or procedure that is applicable to any union employee, the Town has an obligation to impact bargain.

Mr. Clifford went over the Town Administrator review process. Mr. Clifford stated the Board will perform individual reviews, will not share with each other. The results will be compiled and then there will be public discussion. The Town Administrator will also do a self-assessment. Everyone will establish goals. The results will be shared in open session.

Mr. Spagone Jr. made a motion to adjourn from Executive Session at 6:25 pm, seconded Mr. Sheedy. All were in favor, 3-0

Roll Call Vote: Ms. Julius: Aye, Mr. Sheedy: Aye, Mr. Spagone Jr.: Aye. All were in favor, 3-0



Board of Selectmen Clerk