

IN BOARD OF SUDBURY SELECTMEN
TUESDAY, JUNE 21, 2011
EXECUTIVE SESSION (8:29 P.M – 8:48 P.M.)

Present: Chairman Lawrence W. O'Brien, Vice-Chairman Robert C. Haarde, Selectman John C. Drobinski, Town Manager Maureen Valente, Assistant Town Manager Maryanne Bilodeau and Director of Planning and Community Development Jody Kablack

Collective Bargaining – Firefighters' Union - Update

Town Manager Valente updated the Board on the negotiations with the Firefighters' Union regarding Advanced Life Support (ALS) services. The Union requested a recess from discussions due to summer schedules.

Town Manager Valente and Assistant Town Manager Bilodeau are requesting the Board's approval for discretionary flexibility regarding setting contract parameters, if and when it helps to resolve outstanding issues. Ms. Valente noted that she is not asking regarding critical contract terms already voted by the Board, such as the program paying for itself in the first year and maintaining terms similar to, or only slightly different, than those accepted by Wayland and other peer communities would not change. She explained that it is hoped a bit more latitude would allow her and Ms. Bilodeau to work this summer on ideas that could lead to contract resolution.

Selectman Drobinski stated his preference that not all firefighters receive stipends if they do not perform ALS services.

Vice-Chairman Haarde asked if a paramedic stipend was included in base pay, and then later a firefighter decided he no longer wanted to perform paramedic services, would it be possible to financially unwind the compounded raise from their salary. He further stated it is his assumption that the Union would want the stipend included with its base salary. Town Manager Valente noted it is a Town requirement for new paramedics that they maintain their certification as a term of employment, but not those who are trained by the Town to become paramedics.

The consensus of the Board was that resolution of contract negotiations is preferred, and thus the flexibility requested for setting contract parameters is acceptable, with the understanding that the Board ideally would like to keep the stipend out of the base salary. However, it was noted the Board would consider other options if there were concessions elsewhere and it would advance the conclusion of the negotiations. The Board was consistent it does not approve granting the Union's request for a sickness presumption.

It was on motion unanimously

VOTED: To authorize the Town Manager to use appropriate discretion while negotiating terms of a collective bargaining agreement with the Firefighters' Union for providing ALS services within the parameters discussed with the Board if it is believed it will help reach a mutual agreement, Chairman Lawrence W. O'Brien, aye, Vice-Chairman Robert C. Haarde, aye, and Selectman John C. Drobinski, aye.

There being no further business, the meeting adjourned at 8:48 p.m.

Attest: _____
Maureen G. Valente
Town Manager-Clerk