

IN BOARD OF SELECTMEN
WEDNESDAY, APRIL 13, 1977

Present: Chairman John C. Powers, Ira M. Potell, William F. Toomey, Town Counsel Paul L. Kenny, Town Accountant John H. Wilson, Tree Foreman Allan P. Snow; Louis Poirier, Business Manager, Local 1156 Laborers' International Union of North America; Margaret Bonarrigo, Chairman, and Daniel McLean of the Personnel Board.

The statutory requirements as to notice having been complied with, the meeting was called to order at 7:30 p.m. in the Library of Lincoln-Sudbury Regional High School by Chairman John C. Powers.

Grievance - Allan P. Snow, Relative to Accounting Procedures

Executive Secretary Richard E. Thompson stated that this grievance would be acted upon in accordance with Step 4 of Article XXVI of the Highway Contract. On March 30, the Personnel Board responded to Mr. Snow's grievance by letter, dated March 30, 1977, which Mr. Thompson read into the record. The grievance, dated February 3, 1977 had been filed in the Office of the Board of Selectmen on April 7, 1977. If the grievance is not settled to the satisfaction of Mr. Snow, within fifteen days after action by the Board of Selectmen, arbitration can be requested.

Chairman Powers introduced those present and asked Mr. Snow to present the details of his grievance.

Mr. Snow stated the basis of his grievance:

- that, in violation of his Union contract, he has not received, nor will he receive, the proper rate of pay; i.e., that appropriated under Article 6 of ATM 76 for the fiscal year beginning July 1, 1976, ending June 30, 1977;
- that, his yearly salary which includes an adjustment for longevity as of October 19, 1976, divided by 52 pay periods should result in a weekly check of \$263.57, not \$251.59, a difference of \$11.98; and further,
- that, his first pay check of the fiscal year, received July 2, 1976, included eight days of services rendered in June 1976.

Mr. Wilson, Town Accountant, responded that annually rated employees are paid based on the salary appropriated divided by the number of pay days within the fiscal year. After the first payday, on July 2, 1976, which was based on a bi-weekly amount (two weeks), the Highway Dept. elected a weekly payroll, thus incurring 53 pay days in the fiscal year. However, the Accounting Dept. continued to pay at the rate established for a 52 pay day year. When it was discovered that the Highway Department was being paid at the accelerated rate, an adjustment was made and the weekly payroll reduced; therefore, Mr. Snow's weekly pay was reduced to reflect an additional pay week in the fiscal year.

Mr. Toomey asked the Town Accountant whether Mr. Snow will receive an amount equal to that to which he is entitled by the end of the fiscal year. Mr. Wilson replied that Mr. Snow will receive \$13,608.98 by the end of the fiscal year, the amount to which he is entitled.

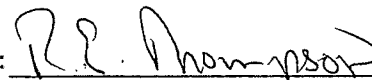
Mrs. Bonarrigo said that the Personnel Board had researched Mr. Snow's claim that his paycheck on July 2, 1976 included eight days of pay earned in June 1976 and had learned that Mr. Snow had received all amounts in 1975-1976 to which he was entitled by the end of that fiscal year. She further stated, and Mr. Thompson emphasized, that annually rated employees receive a fraction of the total year's salary on a given pay day which does not necessarily reflect services rendered within that given pay period.

Chairman Powers asked Mr. Snow if he wished additional time to recheck and submit the figures on which he based his grievance. Mr. Snow replied that he would submit the figures to the Executive Secretary. As both parties were agreeable to an extension of the statutory period by which the grievance should be acted upon, it was on motion, unanimously

VOTED: To recess the hearing until the regular Selectmen's meeting of April 25, 1977 at 7:30 p.m. in the Library of the Lincoln-Sudbury Regional High School.

After a brief discussion concerning the speaking order of items taken off the Consent Calendar, Annual Town Meeting 1977, the meeting was adjourned at 7:55 p.m.

Attest:



Richard E. Thompson
Executive Secretary