

DRAFT MINUTES
GENERAL COUNSEL COMMISSION
SPECIAL MEETING OF APRIL 20, 2015

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Present: Councilwoman and Chairwoman Mary Bartolotta, Councilman Daley, Councilman Giuliano, Councilman Chisem, and Councilwoman Kleckowski. Staff: Director Morey and Attorney Wisneski. Public: Chris Bourne, Jeff Daniels, Jeff Knakel, and Bill Sheedy.

Call to Order:

Meeting was called to order at 6:02 p.m.

Public Comment:

Four union officers were present for public comment. Chris Bourne spoke on behalf of the Union in support of the TA. She explained that there was an overwhelming support for the TA. The union voted in favor for the TA, 112 to 19.

Approval of Minutes:

Councilman Chisem made a MOTION to approve the Minutes from the March 16, 2015, Regular Meeting. The Motion was seconded by Councilwoman Kleckowski. Councilwoman Bartolotta asked that the minutes be revised to reflect that staff and not the commission had raised a possible change to how personal days are accrued for non-bargaining members. The Motion passed unanimously to approve the minutes with the changes.

New Business:

A. Executive Session pursuant to 1-200(6)(A) to discuss employee's request for 30 day sick time advancement.

Before a motion was made, Councilman Seb Giuliano stated that he would be recusing himself from the discussion and abstaining from any votes because a family member was involved.

Councilman Daley made a MOTION to go into executive session. Councilman Chisem seconded the motion. All members, except Councilman Giuliano, who recused himself, voted in favor of the Motion.

EXECUTIVE SESSION OCCURRED from 6:09 p.m. to 6:12 p.m.

Councilman Daley made a MOTION to come out of executive session. Councilman Chisem seconded the motion. All members, except Councilman Giuliano, who recused himself, voted in favor of the Motion.

Councilman Daley made a MOTION to approve the resolution to grant an extension of sick leave to the employee. The Motion was seconded by Councilman Chisem. The Motion passed

unanimously with one abstention from Councilman Giuliano.

B. 466 Tentative Agreement

Councilman Giuliano expressed his concerns about the new labor management language. He was concerned that the proposed language took away the Council's right to control the process because it stated that the Council must vote for the labor management results in an up or down block vote going forward. Much discussion ensued. Questions were asked of the Union as to who brought up this issue during negotiations. Ms. Bourne stated that the City did, but that could not be confirmed by staff. Staff stated for the record that it was in favor of the signed TA and believed that it was a fair contract to our employees and the staff urged the Council's approval. Councilman Daley explained that while he was not in full agreement with the new language, he acknowledged that the up or down vote may actually streamline the process and result in fewer submissions. The Union will have to make sure that they are fully comfortable with all submissions for upgrades because the Council would not be able to pick and choose who out of the group should get an upgrade. It would now be an all or nothing vote.

Councilwoman Kleckowski also asked why there was no new language regarding hours of work; she had hoped that the 35 hour/40 hour issue would be resolved with this contract. Both the Union and the Management representatives stated that they had submitted proposals on that issue, but no agreement could be reached. There was one typo caught on page 7, Section 5. Both the Union and Management agreed that it would be fixed before the contract was bound, if it was approved. Councilwoman Kleckowski also asked why there is language about working 17 hours in a row and then taking a 3 hour break. Staff, as well as Councilman Chisem, explained that those rules derive from federal law.

There was some discussion from the Councilmembers that they had hoped that the Compensation Review would have been ready before this contract was finalized. Staff explained that it was not yet ready.

Councilman Daley made a MOTION for approval of the 466 Tentative Agreement. The Motion was seconded by Councilman Chisem. The Motion passed with a 3-2 vote. Both Councilman Giuliano and Councilwoman Kleckowski explained that they voted against the TA for the reasons they expressed during the meeting.

Old Business:

A. Personnel Rules – Status update

Director Morey explained that she has been working on the changes to the Personnel Rules that we discussed during the last meeting. She is about half way through and hopes to be able to present a final product at the May meeting.

Other

A. Vacancy Report –

Director Morey alerted the Commission to the fact that the Zoning and Wetlands Enforcement Officer job was being posted. There was some additional discussion about the part-time nurse position at the BOE and why it had not been filled yet. Councilwoman Kleckowski suggested that we revisit the requirements for the job.

B. Legal Bills – No questions.

C. Lead Mechanic – New Position Update

Director Morey gave the Commission a heads up that Public Works may be seeking a new position for lead mechanic. She stated that she was waiting for results of the classification and compensation study to determine what the appropriate salary grade should be for this position, depending on how the mechanic and fleet manager positions are rated. The Commission agreed.

Adjournment

MOTION to Adjourn by Councilman Daley, seconded by Councilman Chisem. Motion was unanimous and meeting ended at 7:05 p.m.