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**BOARD OF SELECTMEN  
SPECIAL MEETING  
February 7, 2017**

**Present:** Norman M. Needleman, First Selectman  
Stacia R. Libby, Selectman  
Bruce M. Glowac, Selectman

Norman Needleman called the meeting to order at 6:00 p.m.

**Approval of Agenda:**

**Motion** was made by Norman Needleman to approve the Agenda. Bruce Glowac seconded the motion. All in favor.

**Evidentiary Presentation – Department Public Works Grievance**

Staff Representative Kelly Cashman from AFSCME presented a grievance to the Selectmen. Ms. Cashman argued that during the last union negotiations, the laborer position was removed from the public works union contract. Ms. Cashman also alleged that during the recent hiring of a new public works employee, the Town of Essex violated the CBA by hiring an employee who does not meet the minimum qualifications for the positions listed in the current contract. Ms. Cashman reported that the new employee is occupying a position that is getting union benefits. Ms. Cashman also alleged that the Town is paying for this new employee to get his CDL license, which is unfair treatment, since no other union employee had their CDL license paid for by the Town.

Ms. Cashman argued that there are ways to remedy these issues. One way would be to hire a qualified individual, or require the employee to become qualified immediately, or put the Laborer position back into the contract. Ms. Cashman argued that this position must have someone who possesses the minimum qualifications.

Norman Needleman apologized to Ms. Cashman because he did believe the Laborer position was in the contract and therefore that is the position the new employee is filling. Mr. Needleman reported that there are three signatures on the union contract and all three of the people who signed the contract are no longer representing the union nor are they with the Town of Essex. So the history is a little vague as to how or why the Laborer position was removed. Mr. Needleman stated that he absolutely believed the Laborer position was still in the contract, but that he was mistaken.

Mr. Needleman went through some of the history of the CBA contract.

Mr. Needleman further reported to Ms. Cashman that the Town hired the new employee and lent the new employee the funds for him to obtain his CDL license. The employee is paying back the loan to the Town through bi-weekly payroll deductions until the amount is paid in full.

Mr. Needleman stated that the employee hired is a good employee. Mr. Needleman further stated that the employee was being paid \$19 per hour as a seasonal employee and he is an asset to the Town.

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Mr. Needleman stated that he feels the employee is qualified because he has been doing the job for more than three years. The Town makes sure that people are qualified to doing their jobs and the Town believes in on the job training.

Mr. Needleman than asked Ms. Cashman what does the union want the Town to do.

Ms. Cashman reported that she is aware that management has the right to hire who they want. But the union has concerns with the Town hiring an unqualified employee that does not have a CDL license.

Mr. Needleman replied that the employee is qualified because he has been doing the job for more than three years. The Town makes sure that people are qualified to doing their positions. The Town has taken a proactive approach by requiring the employee to obtain his CDL as soon as possible.

### **EXECUTIVE SESSION**

**Motion** was made by Norman Needleman to go into Executive Session at 6:20 pm for the purpose of discussion of the evidentiary presentation – department of public works grievance. Bruce Glowac seconded the motion, it was unanimously approved. Motion carried.

Present: Selectmen Members: Norman M. Needleman, Bruce M. Glowac, Stacia R. Libby, and invited guests Attorney Nick Grello and Selectmen's Assistant Maria P. Lucarelli

**Motion** was made by Norman Needleman to exit the Executive Session at 6:25 pm. Stacia Libby seconded the motion, it was unanimously approved. Motion carried.

### **Re-open the Regular Meeting:**

The regular meeting resumed at 6:26 pm.

**Motion** was made by Norman M. Needleman to give an answer to the Union in writing within fifteen (15) days of today's hearing. Bruce Glowac seconded the motion. All in favor.

**Motion** was made by Norman Needleman to adjourn the meeting at 6:30 p.m. Bruce Glowac seconded the motion, it was unanimously approved. Motion carried.

Respectfully submitted,  
Maria P. Lucarelli