

Groveland Board of Selectmen  
Executive Session Meeting Minutes  
February 16, 2021

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Board Members Present: Mike Wood, Chairman, Bill O'Neil, Vice-Chairman, Ed Watson, Kathleen Kastrinelis & Jason Naves

Visitors: Kevin Paicos, Interim Finance Director

Motion and Roll Call into Executive Session by Chairman Wood at 5:30 p.m.

*Pursuant to M.G.L. Chapter 39, Section 23B(3) To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the government's bargaining or litigation position. Also, to conduct strategy sessions in preparation for negotiating with non-union personnel; to actually conduct collective bargaining and contract negotiations with non-union personnel. (Votes may be taken.)*

Roll Call Vote: O'Neil "yes"  
Watson "yes"  
Kastrinelis "yes"  
Naves "yes"  
Wood "yes"

Discussion that followed focused on union contracts for the Highway Department and the Water & Sewer Department.

Interim Finance Director Paicos described a current problem in the union contract that he has resolved. The current contracts state that if the town hall is closed and the town hall staff is sent home, then the union members are entitled to 8 hours of comp time.

Select Member Watson asked if other towns are in the same situation? Interim Finance Director Paicos responded that some towns have this problem and some do not.

Interim Finance Director Paicos further stated that going forward the town hall will not be closed for weather related reasons. Instead, town hall workers will be given the option to work from home if traveling to the town hall seems unsafe.

Chairman Wood asked how long has this "comp time" clause been in the contract. Interim Finance Director Paicos responded that he believes this clause has been in the contract for at least four years and maybe longer. Director Paicos went on to say that perhaps this contract was negotiated hastily as the previous Finance Director was on her way "out the door".

Select Member O'Neil responded that the reason for the one-year contract with all unions was due to the fact that no one wanted to meet in person due to the COVID-19 pandemic.

Select Member Kastrinelis asked if comp time acquired in this manner expires? Director Paicos responded that all comp time acquired in this manner and not used, expired at the end of the fiscal year.

Select Member O'Neil asked if this clause applies when the Board of Selectmen votes to close the town hall for a holiday?

Director Paicos responded that "no" it does not apply in this situation.

Next, a brief discussion ensued on the strategy to use to negotiate the two contracts. Select Member Kastrinelis stated that the BOS had met prior to the shutdown for the pandemic and that there should be BOS Executive Session minutes which include strategies discussed by the BOS for the Highway Dept contract. Director Paicos responded that any information would be helpful.

Director Paicos mentioned that the Board may want to "standardize" the two contracts.

Chairman Wood made a motion at 5:56 pm to end the executive session, seconded by Vice Chairman O'Neil.

Roll Call Vote: O'Neil "yes"  
Watson "yes"  
Kastrinelis "yes"  
Naves "yes"  
Wood "yes"

Executive Session minutes respectfully submitted by Select member Kathleen Kastrinelis