

**MINUTES
GENERAL COUNSEL COMMISSION
SPECIAL MEETING JUNE 11, 2019**

Present: Councilwoman and Chair Bartolotta, Councilman Daley, and Councilman Nocera.
Staff: Deputy General Counsel Kori Wisneski, Justin Richardson, Director of HR

Public: Jen Hobart, William Unikewicz, Kevin Starbird, Christine Bourne, Al Leary, Tina Ranno Patterson, Rob Kronenberger, Sal D'Aquila

Call to Order:

Meeting was called to order at 6:05 p.m.

Public Comment:

Tina Ranno Patterson – Tina is one of the Assistant Town Clerks. The town clerk's office was part of the previous 466 Labor Management process in which they withdrew themselves from the process. Tina wants to know where their office stands in this process because at the May 10, 2018 GCC meeting there was a discussion regarding a possible MOU, which would put their office in this current 466 Labor Management process. She pulled the minutes from that meeting and questioned where the MOU stood and who was present for the pulling of the names to determine which job descriptions would be part of this year's labor management process.

Christine Bourne – Christine is the Local 466 union president. She explained the lottery process and thanked Justin Richardson and Deb Gill for what they have done with the process. She spoke in support of what is before the commission.

Approval of Minutes

Councilman Daley moved approval of the minutes from the May 9, 2019 regular meeting. The Motion was seconded by Councilman Nocera. The MOTION passed unanimously.

New Business:

A. IAFF Local 1073 Tentative Agreement

Attorney Wisneski introduced the contract. She feels the contract is a fair contract to both the taxpayers and the union. Some key highlights from the negotiation of the contract are:

- The Fire Union will be moving to the same health insurance plan as everyone else in the City, which includes a \$20 copay plan.
- Eliminated longevity payments.
- Eliminated termination payments they received at retirement.
- Preferred formulary, mandatory generic, increased co-pays for prescriptions

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- 1% of new employee's base salary will go to OPEB fund.
- Ability to implement wellness program at any time during this contract period.
- Opioid Management program through express scripts to monitor the prescriptions that are prescribed to the employees.
- Employees switching to direct deposit to benefit our payroll system.
- 5 year contract with a wage average of 2.9%
- Eliminated the non-discrimination clause
- Financial impact 1.2 or \$253K per year.

Councilman Daley and Councilman Nocera feel that this is a great agreement and commended the entire group for their work. Progress was made concerning the health benefits even though they feel the raises are slightly above normal.

Councilman Daley made the MOTION to move the contract forward to Common Council. The Motion was seconded by Councilman Nocera. The Motion passed unanimously.

B. 466 Labor Management

Councilwoman Bartolotta began by questioning what was going on with the Town Clerk's office and the MOU that had been discussed at a prior GCC meeting to give the Town Clerk's Office priority in the next labor management process. Attorney Wisneski explained that an MOU must be negotiated and agreed upon by the executive branch of our City government or, in other words, by the Mayor. She explained that neither the labor management committee nor the Council can negotiate an MOU or bind the City in this way.

Attorney Wisneski then explained that the Mayor's office was not interested in signing an MOU to give the Town Clerk's Office priority in the next labor management process because he felt that the parties should abide by the labor management contract language that the City and the Union had just bargained for and agreed upon in good faith. He believed that everyone should have the same opportunity to be considered for an upgrade, so an MOU was never signed. Justin then explained the process and how the union picks the names out of a coffee can and that everyone on the labor management committee was present for that process. He also reassured everyone that the Town Clerk's office positions that applied were in the pool but did not get selected. More discussion ensued regarding the process.

Councilwoman Bartolotta questioned why one individual had the right to withdraw other job descriptions from the labor management process during the GCC meeting during the last labor management process. Attorney Wisneski explained that after that GCC meeting, the Labor Management Committee voted to take those job descriptions out of the process and it was not decided at the GCC meeting. She also explained that there is no current discussion about the Town Clerk's office right now. Tina Ranno Patterson then stated that she did not know about the committee vote after the GCC meeting and expressed how she has been working with the City for a while and has not received an upgrade. More discussion ensued regarding the Town Clerk's office.

Director Richardson introduced his executive summary for the labor management process. Councilman Daley made a MOTION to accept the recommendations of the labor management committee and to forward to Common Council. The Motion was seconded by Councilman Nocera. The Motion passed unanimously.

Other

- A. **Vacancy Report** – Justin did not have the report. No discussion ensued.
- B. **Legal Bills** – Kori explained that these bills were the FOIC bills, which had already been approved by the Council. No discussion ensued.

Adjournment:

MOTION to Adjourn by Councilman Daley. The Motion was seconded by Councilman Nocera. The Motion passed unanimously and the meeting ended at 6:56 p.m.