

Final

CONFIDENTIAL

**May 23, 2011
Executive session**

**Executive Session, 6:30, Room 204 – Discussion of Collective Bargaining Strategy,
Highway Union.**


Present: Mr. Gowing, Ms. Harting-Barrat, Ms. Adachi, Mr. Clough, Mr. Sonner
Town Manager Steven Ledoux and Recording Secretary Christine Joyce. The meeting
was not televised

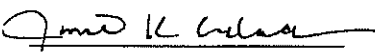
HIGHWAY UNION

Mr. Ledoux updated the Board on the union negotiations with Highway and Dispatchers. He discussed the hourly rate comparison between the school and municipal unions. The aim is to achieve a net-zero increase. He wanted the Board's feedback. His sense is that the recent teachers' settlement might drive the train, so he wanted to know if he should proceed even if he cannot achieve net-zero. He asked about a reasonable COLA. Mr. Sonner asked about steps. Ms. Adachi and Ms. Harding-Barrat wanted to be fair to the municipal employees. Mr. Ledoux mentioned a modest salary increase and a 75 /25 insurance split.

Ms. Adachi asked what Mr. Ledoux recommended: Zero increase early, moving to 1 ½ percent, and think about softening the insurance split. The Board agreed with Steve's position.

Ms. Harting-Barrat - Moved out of Executive Session into Regular Session. Ms. Adachi – second. Clerk roll call, all ayes


Christine Joyce, Recording Secretary


Janet K. Adachi, Clerk
8 August 2011
Date