



BOARD OF SELECTMEN EXECUTIVE SESSION MINUTES

March 29, 2018

I. CALL TO ORDER

The Executive Session of the March 29, 2018, meeting of the Board of Selectmen was held in the first floor conference room and was called to order at 8:12 P.M. by Robert Kimball, Chairman. Members present were: Mr. Brad Bramwell, Mr. Bob Salvo, Ms. Mary Steele and Mr. Mike Flaherty. Town Manager Mike Yunits was also in attendance.

II. BUSINESS

The meeting was opened with a discussion on snow days and paying employees when the Town Hall is closed. Mr. Kimball said he believes employees should use their own time. We give them personal days and 15 sick days, they should use that.

The Town Manager stated that Town Counsel had advised the Town previously that employees cannot be required to use their own time if Town Hall is closed. Mr. Kimball stated that he had not seen that opinion and would like to, adding that he does not agree with it and under Management Rights the Town would have the say. The Town Manager stated that under past practice, if you do not pay the employees, we will have a grievance and more than likely lose the case.

Mr. Flaherty asked how many days we have closed. The Town Manager was not sure, but he believed that since he has been with Norton, it is 5 days since March 2011.

Ms. Steele said maybe we should only pay employees if the Governor declares a State of Emergency. The Town Manager said that is not a good idea because the State may declare a State of Emergency when conditions are not bad here. This happened in the past. Mr. Yunits reminded that Board that we do not take closing for business lightly. This year, one day Town Hall had no power, and the other day was blizzard conditions. The Highway Department needs to concentrate on roads; the parking lot at Town Hall is secondary.

Mr. Bramwell asked what do other towns do. The Town Manager advised the Board that when the State is closed, employees get paid. I also checked with several other towns; they all pay employees.

Mr. Kimball added that he had a concern about other unions filing grievances because they don't get paid extra when Town Hall workers get paid for not having to work. The Town Manager stated that would only be Highway, Police, and Fire. It is their job as emergency responders.


Mr. Kimball asked what about schools. They have to make days up. The Town Manager responded by stating that teachers get paid for 180 days, but all other administrative staff that stay home on snow days get paid.

Mr. Kimball stated that he wanted to see Town Counsel's opinion.

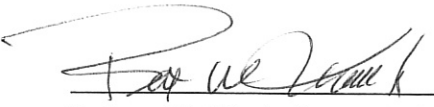
III. ADJOURNMENT

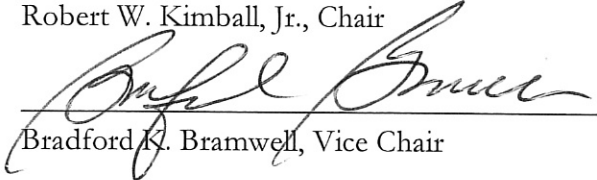
A motion to adjourn was made by Mr. Flaherty and seconded by Ms. Steele. It was so voted to adjourn by a vote of 5-0.

Respectfully submitted:

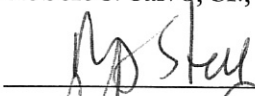

TOWN Manager

NORTON BOARD OF SELECTMEN:


Robert W. Kimball, Jr., Chair


Bradford K. Bramwell, Vice Chair

Robert S. Salvo, Sr., Clerk


Mary T. Steele


Michael Flaherty

Minutes approved by the Board on _____, 2018.