



TOWN OF NORTON  
SELECT BOARD  
MUNICIPAL CENTER  
70 EAST MAIN STREET  
NORTON, MA 02766

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Select Board  
Meeting Minutes  
EXECUTIVE SESSION  
April 27, 2023

**CALL TO ORDER**

The April 27, 2023 Executive Session of the Select Board was called to order by Ms. Megan Artz, Chair, at 8:55 P.M., held at the Norton Media Center, 184 West Main Street, Norton, MA 02766.

**ROLL CALL:** Mr. Kevin Snyder, Mr. Michael Toole, Mr. Steven Hornsby, and Mr. Alec Rich, III were present. Also in attendance: Mr. Michael D. Yunits, Town Manager.

To discuss strategy with respect to collective bargaining, i.e., AFSCME Clerical, Highway, Water/Sewer, and Norton Police Association.

Norton Police Association

Mr. Yunits stated that the big thing they focused on was in regard to the detail rate and his concern was the language to get out of civil service. He pointed out that this contract says if someone gets COVID and has to be out for 5 days, they will get their sick leave and it won't come from their regular sick time. Mr. Yunits moved on to discuss the section for educational assistance and outlined the following: Associate's Degree 10%; 15% for Bachelor's; and 20% for a Master's. Mr. Yunits advised that with these proposals, they are being urged to get a Master's. The Town Manager pointed out that those with Associates' Degrees (7 cops) aren't getting much out of the deal.

The Town Manager moved on to discuss that the NPA used to have compensation for credits, but now it is either you do or don't have a degree. He stated that the salary increases proposed are 2.5%, 2.5%, 2.5% with a \$100 increase in training stipends. Mr. Yunits explained that the base detail rate goes to \$74 an hour effective July 1<sup>st</sup> and increases by their percentage increase each year.

Mr. Yunits pointed out the difference with the NPA and International Association of Fire Fighters (IAFF) is that the Fire Fighters have FF1 and FF2 and have education in things like "defib." Mr. Toole asked why with regard to the stipends. Mr. Yunits answered that certain stipends and overtime doesn't count towards retirement.

**MOTION was made by Mr. Toole to approve the Memorandum of Understanding for the Norton Police Association and the Town of Norton from July 1, 2023 to June 30, 2026 as outlined here. Seconded by Mr. Hornsby. Vote: Unanimous. MOTION CARRIES.**

AFSCME Clerical

Mr. Yunits advised that this contract would increase the longevity by \$150 for each step and add a 30-year step. He then mentioned that Article 12 is adding Juneteenth, which he pointed out that everyone gets it anyways.

Under the section labeled “Vacations,” Mr. Yunits noted that this is language to allow to carry 10 vacation days from one fiscal year to the next. He informed the Board that the proposed wage increases are 2.5%, 2.5%, 2.5% for each year of the contract. Mr. Yunits referred to the wage table and stated that the lowest step pays \$19.00 per hour and emphasized that it is hard getting anyone in that position at that rate, so Step 2 is now going to become the new Step 1; so, the lowest was \$20.80 for FY23 and would go to \$21.40 in FY24.

**MOTION was made by Mr. Toole to approve the Memorandum of Agreement between the Town of Norton Clerical Employees and the AFSCME Local 1702 Agreement for fiscal year July 1, 2023 to June 30, 2026 as printed. Seconded by Mr. Hornsby. Vote: Unanimous. MOTION CARRIES.**

#### AFSCME Highway

Mr. Yunits began by discussing the section pertaining to holiday on-call. He advised that the standing by on call rate is \$200, but noted that they will not be granted compensatory time. Mr. Yunits pointed out that anyone that has to be called back within 6 hours of an on-call, they get double time. He also noted that they did a summer schedule for a trial basis, which is 6:00 A.M. to 3:30 P.M. and then Fridays are 7:00 A.M. to 11:00 A.M. Mr. Yunits stated that in the last contract, if Christmas was on Sunday, it was argued that they get a half day on Friday; so, now if it falls on a weekend it isn't applicable.

Mr. Yunits explained that anyone who was hired before January of 2006 and died on the job, their surviving spouse would get half of their sick days, but not for anyone hired after this date. He noted that the uniform allowance increased and now there is a mechanics tool allowance because they actually bring in their own tools. Mr. Yunits advised that longevity and sick increases each year. Mr. Yunits stated that the union agreed to the next part because they are having a hard time getting people with CDLs. He explained that they are hiring people without a CDL, paying them to get their CDL, and have an outlined schedule that if employee leaves within a certain time, they would owe so much back. He stated that if someone is leaving and has only been there a year, this agreement says that they can hold their vacation pay and Mr. Yunits pointed out that he doesn't even know if this would legally stand up. Mr. Yunits lastly mentioned that the union also wanted in the contract that if you don't receive your license within one year, then the Highway Superintendent “shall fire” them. Mr. Hornsby said it should read that he “may fire them.”

**MOTION was made by Mr. Toole to approve the Memorandum of Agreement between the Town of Norton Highway Department and the AFSCME Council Local 1702 for the dates of July 1, 2023 to June 30, 2026. Seconded by Mr. Hornsby. Vote: Unanimous. MOTION CARRIES.**

#### Water/Sewer

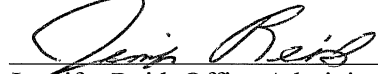
Mr. Yunits explained that the changes made in the Highway Department's contract and the Water/Sewer Department's are pretty much the same: adding Juneteenth, \$150 in clothing allowance, longevity \$150 [increase], 2.5% salary increases each year, and the same thing as far as getting paid for their licenses.

**MOTION was made by Mr. Toole to approve the Memorandum of Agreement between the Town of Norton Water and Sewer Department and AFSCME Council 93, Local 1702 for years July 1, 2023 to June 30, 2026 as presented. Seconded by Mr. Hornsby. Vote: Unanimous. MOTION CARRIES.**

**Adjournment**

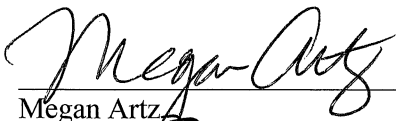
**MOTION was made by Mr. Hornsby to adjourn the Select Board's executive session at 9:33 P.M.  
Seconded by Mr. Toole. Vote: Unanimous. MOTION CARRIES.**

Respectfully Submitted by:

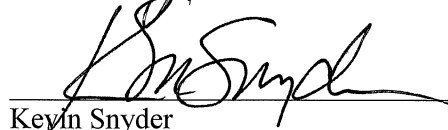


Jennifer Reid, Office Administrator

**SELECT BOARD  
EXECUTIVE MINUTES OF MEETING  
APRIL 27, 2023**



Megan Artz



Kevin Snyder



Steven Hornsby



Alec Rich, III

Denise Luciano

Minutes Approved by Board on: May 11, 2023