REC'D 3-21-1985 AT 12:10 P.M. TOWN CLERK

TOWN OF DURHAM

Office of the First Selectman
P. O. Box H
Durham, Connecticut 06422

BOARD OF SELECTMEN"S MEETING
March 7, 1985

The meeting was called to order at 8:18 p.m. Present: M. Foster Mather, Mary Jane Jewczyn, James Dean. Also: Joseph Lynch (Union Rep.); road crew employees: Tony Scirpo, Arthur Herbst, Kurt Bober, Philip Woods, Donald Schmitt.

GRIEVANCE HEARING: Step 3 as provided in Article 10 GRIEVANCE PROCEDURE of the Labor Contract.
Subject: Call in Pay.
Question: When the highway crew is called in early in the morning of a weekday for snow removal is the time 1) annexed to a regular work day and paid at time-and-a-half (Article IV; Sec. 2, para 6.5), or; 2) Call-in time outside of regular scheduled work day and subject to a minimum of three (3) hours pay at time-and-a-half(Article VI; Sec. 4, para 6.8)?

It has been the understanding and practive of the town to consider early morning snow removal as "annexed" to the regular work day and paid as such. The Union is questioning it now because the town's interpretation and procedure had just come to Mr. Lynch's attention. He maintains that "Call-in" pay is expected any time an employee is called on the telephone to come in not at the regular shift start. It has occurred 5-7 times in winter 84-85.

Mr. Lynch and the road crew employees left at 8:40 p.m. The Board discussed the question. F. Mather left at 9:15 p.m.

Motion by J. Dean, seconded by M. Jewczyn, to approve the minutes of the February 21, 1985, meeting; 2 ayes.

The Board discussed the renegotiation with Conn. Fire Administration for the sale of Brewster School. Having it stand empty is not desirable.

The Board of Selectmen would like to commend Marge Hatch and Mary DiMella on the very favorable Public Records Inspection Report the Town Clerk's office received from the state.

Al Brechlin discussed the budget progress with us. M. Jewczyn and J. Dean will be meeting jointly with the Board of Finance on March 21 for an overall review of the budget.

J. Dean raised a Health Code Issue: He thought that garbage was supposed to be collected in a closed-in vehicle. He has seen an open truck collecting.

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M. Jewczyn moved, seconded by J. Dean, to handle the grievance in the following manner: (with 2 ayes)

1) Pay the road crew for the grieved "call-in" time.
2) Handle any other emergency overtime in such a way as to avoid any questions.
3) Negotiate clearer language in the next contract.
4) The Town still maintains that the "spirit" of annexed time includes early morning snow removal overtime.

The meeting adjourned at 10:15 p.m.

MJJ:dda
3-21-85