

**TOWN OF FOXBOROUGH**  
**BOARD OF SELECTMEN EXECUTIVE SESSION**  
**MINUTES**  
**June 12, 2012**

Members Present: James J. DeVellis, Chairman  
Mark Sullivan, Vice Chairman  
Lorraine Brue, Clerk  
Lynda Walsh  
Ginny Coppola

Others Present: Kevin Paicos, Town Manager  
Fire Chief Roger Hatfield  
Randy Scollins  
Attorney Leo Peloquin, Labor Counsel

The purpose of this Executive Session was to discuss Firefighters' Grievance and DPW Contract and to exit Executive Session for the sole purpose of adjournment.

Attorney Leo Peloquin gave a brief overview of the Firefighters' contract and grievances, the steps taken towards settlement to date and the result being legal action against the Town for unfair labor practices. Attorney Peloquin pointed out that relative to the MIIA issue, all other unions have gone along with this change in health insurance. He said the Union has tried to get more than the BOS is willing to give and using that leverage are filing charges of unfair labor practices against the Town. He pointed out that there have been discussions regarding the document (MOA) signed by the Town Manager and that the Union did not expect that the agreement had to be ratified by the BOS. Attorney Peloquin said the Town Manager cannot settle grievances because he is not part of the grievance procedure.

Kevin Paicos pointed out that the "problem" with the Contract issue is on the number of personal hours that have been taken away by the BOS. He added that the Union asked for six hours of personal time in return for dismissal of the grievances. The BOS did not agree to the personal time. Chief Hatfield said the Firefighters feel that the Town Manager is representative of the BOS. He indicated that the Union would rather sit down and talk it out to end it rather than move forward. He urged Attorney Peloquin to "push" having those discussions.

Attorney Peloquin suggested the next step is to get some part of the personal leave and to move forward with some compromise. Mark Sullivan said that the Union has been given until June 15, 2012 to come back with a ratified document. He pointed out that it would all be subject to the BOS agreeing to the Contract as a whole and there is not time to accomplish this before the 15<sup>th</sup> of June.

Kevin Paicos said the consensus of the Board was to approve the July 1, 2012 increase in non-Town detail rates; no formal vote was taken by the Board. He expected a contingent agreement that would be subject to the Board's approval. He said the Union had taken the position that the agreement had all ready been approved by the Board.

A lengthy discussion ensued regarding strategies for closing on the labor contract and settlement of the grievances. Attorney Peloquin was authorized to go the Union Counsel for discussion about all the defenses against the grievances and "in the spirit of compromise" all goes away and that Attorney Peloquin would then go back to the BOS and recommend they agree to an increase of three hours for the personal leave issue.

Motion by Lynda Walsh to exit Executive Session for the sole purpose of adjournment. Seconded by Mark Sullivan.

<b>Vote: 5-0-0</b>	Jim DeVellis, Chairman	Yes
	Mark Sullivan, Vice Chairman	Yes
	Lorraine Brue, Clerk	Yes
	Lynda Walsh	Yes
	Ginny Coppola	Yes

Meeting adjourned at 11:30 p.m.

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Lorraine Brue, Clerk