HALIFAX BOARD OF SELECTMEN

EXECUTIVE SESSION

TUESDAY, MARCH 26, 2019 – 6:35 P.M.

FIRST SESSION

SELECTMEN MEETING ROOM

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Moved by Garron and seconded by Millias, the Board voted as follows to enter into Executive Session at 6:35 p.m. to discuss union negotiations for Highway:

|  |  |  |
| --- | --- | --- |
| Kim R. Roy | - | Yes |
| Troy E. Garron | - | Yes |
| Thomas Millias | - | Yes |

Attorney Gilman began stating that on March 11th Steve Waterman was pulling in the Highway garage and bump into another truck breaking the mirror on his truck. Waterman did not report it or fill out a report. Highway Surveyor Hayward called Gilman and asked if this was grounds to fire Waterman and his response was he rather him be given a two week suspension.

On Wednesday March 13th Hayward meet with Waterman into his to give him the written notice or the two-week suspension. As Hayward was explaining his reasoning for the suspension Waterman altercation occurred where Waterman became loud, used profanity and came to the front corner of Hayward’s desk and continued to call him names then grabbed the notice and walked out of the office. Hayward called Gilman and told him what happened and at that point Gilman said he could fire Waterman.

The Union has filed an unfair labor practice stating that the Board undermined the Union and disclosed public records. Gilman stated that once the Board made their decision it was okay to release information and said if they issue a complaint, we will answer it.

Seelig said there is a hearing in June for the Heavy Equipment Operator grievance.

Gilman said that Attorney Kim Sylvia’s proposal is:

Waterman resigns

He gets a neutral reference

Town will not challenge unemployment claim he files

1 months’ severance pay for each year of service ($43,000)

Some sort of temporary Insurance coverage

Gilman asked if the Board wanted to do any of the above and said this is a good case to defend but will cost between $4,000 to $5,000 and could run into a couple of hundred hours for him at $160 an hour and cost about $15,000 to try the case.

Millias said the big number is not going to happen ($43,000).

Roy said that if they settle it sets a precedence of how we reward for bad behavior. Garron agreed with her and said he would like to defend the case. Gilman said people settle everyday due to the cost of litigation.

Roy said that if Gilman thinks they will lose then she would settle but he is a bully and does not want to settle.

Gilman said there is always risk on the termination case and he could come back to work.

Millias said that he has no confidence in arbitration and Garron agreed with him.

Millias said he would give three months pay and three months health insurance but no unemployment.

Gilman asked how they would put together a severance package without employment and Seelig said they could issue one check for the whole amount and pay 50% of Cobra.

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Garron would like this over and done with and said no severance and they will not contest the unemployment. Millias said he will support that.

Gilman said the lump sum is more attractive and Millias agreed.

Seelig said offer $15,000; no unemployment; three months of paying 50% of health insurance paid; no severance package.

Moved by Roy and seconded by Garron, the Board voted as follows to come out of Executive Session at 7:05 p.m. and reconvene in open session:

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| --- | --- | --- |
| Kim R. Roy | - | Yes |
| Troy E. Garron | - | Yes |
| Thomas Millias | - | Yes |

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Thomas Millias

Vice-Chair

/pjm