

**Reading Municipal Light Board of Commissioners**  
**Executive Session**  
**230 Ash Street**  
**Reading, MA 01867**  
**April 25, 2007**

**Start Time of Executive Session: 9:00 p.m.**

**End Time of Executive Session: 9:50 p.m.**

**Attendees:**

**Commissioners: Ms. Kearns, Messrs. Pacino, Soli, Hahn, and Ms. O'Neill**

**RMLD Staff: Mr. Cameron and Ms. Antonio**

**Executive Session Minutes**

**March 28, 2007**

Mr. Soli made a motion seconded by Mr. Hahn to approve the Executive Session meeting minutes of March 28, 2007 with the changes presented by Chair Kearns.

**Motion carried 5:0:0.**

**Union Negotiations Update**

Ms. Antonio reported to the Board that the RMLD Clerical-Technical Unit and the Line-Meter-Station Unit have ratified their contracts.

Commissioner Kearns started the meeting by discussing the impact of the hours change in the workweek. She stated that when the highlights were presented they reflected the change to a 40-hour workweek but not that the hours would be 8-4:30 instead of 8:30 – 5 pm. She requested that when a change takes place that the Board be informed specifically about them. She wanted to know what the cost was for the extra 2.5 hours per week.

Mr. Cameron explained that Laurie Cavagnaro had coverage issues during the day with lunches at one hour. Now people will only be gone for one-half hour and it will be easier to manage. He also stated that this issue was important to the Customer Service Representatives and allowed management to reduce the salary of the Information Technicians by over \$11,000 a year and also will allow them to help out in customer service. In addition, Management wanted to be open earlier in the morning for electricians and customers who do business in the morning. He also said that most of the company starts work at 7:00 a.m. and this gets the customer service department in earlier.

Mr. Cameron asked that Ms. Antonio provided an update on the current status of Local 103 IBEW negotiations.

She stated that Management and the IBEW met on April 17, which was the first meeting in almost six weeks; and they are not scheduled to meet again for a month. She stated that things are going slowly. Management is offering a 7% increase over three years and the IBEW is at 18.5% over three years. Ms. Antonio described the two-tiered pay increase structure proposed by the union and the overall percentage increase in total compensation is 20.9%. She reminded the Board that management's negotiating numbers are based on the Board direction.

Ms. Antonio explained that the IBEW Union's attorney believes that management should give them a general wage increase based on its numbers and then give them an additional amount of money that he called an Equity Fund to be taken from somewhere else in the RMLD.

Ms. Antonio stated that the union committee was given the latest information with respect to Taunton Municipal Light Plant Management unit settling at 3%, NEPPA raising its payroll ranges by 3.1%, the RMLD's Clerical Technical and Line, Meter, Station units settling their contracts, the current Brockton, Boston, Nashua Consumer Price Index of 3.1%, and the percentage of the raise received by Mr. Cameron.

Ms. Antonio also told the Board that the negotiating sessions would now be in the evenings.

**Motion to End Executive Session**

At 9:45 p.m. Mr. Soli made a motion seconded by Ms. O'Neill that the Board return to Regular Session for the sole purpose of adjournment.

**Motion carried 5:0:0.**

**Chair Kearns called for a poll of the vote:**

Mr. Soli, Aye; Ms. O'Neill, Aye; Mr. Hahn, Aye; Mr. Pacino, Aye; and Ms. Kearns; Aye.

**Motion to Adjourn Open Session**

At 9:47 p.m. Mr. Soli made a motion seconded by Mr. Hahn to adjourn Open Session.

**Motion carried 5:0:0.**

A true copy of the RMLD Board of Commissioners minutes as approved by a majority of the Commission.

Mary Ellen O'Neill, Secretary  
RMLD Board of Commissioners