

**Reading Municipal Light Board of Commissioners**  
**Executive Session**  
**230 Ash Street**  
**Reading, MA 01867**  
**February 18, 2004**

**Start Time of Executive Session: 9:00 p.m.**  
**End Time of Executive Session: 9:40 p.m.**

**Attendees:**

**Commissioners: Hughes, Pacino, Soli, Herlihy and Ensminger**  
**RMLD Staff: Mr. Cameron and Ms. Antonio**

**Executive Minutes**  
**December 30, 2003**

Mr. Ensminger made a motion seconded by Mr. Hughes to approve Executive Session meeting minutes of December 30, 2003 with the changes as presented.

**Motion carried 4:0:1. Mr. Soli abstained, as he was not present at this meeting.**

**Letter**

Although not on the agenda, Mr. Cameron updated the Commission on [REDACTED], former RMLD employee who had sent a letter to all the Commissioners.

**Union Negotiations**

**Professional Union Negotiations:**

Mr. Cameron went through the final Professional Union Contract Highlights stating that Disability, Health Insurance, Holidays, Funeral Leave, Vacation; Personal Time will all remain the same. Employees that do not make meaningful progress in meeting their education requirements will receive a \$500 deduction per year. There will be a probation period for all new hires of 6 months. There was an increase of \$75 across the board on Longevity Pay. The Sick Leave Buy Back plan has a 90-day cap on all new hires. The Salary Increase for the proposed 3-year contract is 4%, 3.25% and 3.0%.

Ms. Antonio stated that the draft contract will go to the union for their review. Their membership will then vote on it and at that point it will be brought to our board for approval at a future meeting.

Mr. Cameron stated that we are also negotiating with the other unions and have had a few meetings to date.

**Motion to Adjourn**

At 9:40 p.m. Mr. Ensminger made a motion seconded by Mr. Hughes to return to Regular Session for the sole purpose of adjournment.

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

**Mr. Pacino called for a poll of the vote:**

Mr. Ensminger, Aye; Mr. Herlihy, Aye; Mr. Hughes, Aye; Mr. Soli, Aye; Mr. Pacino, Aye.

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

Daniel A. Ensminger, Secretary  
RMLD Board of Commissioners