

Reading Municipal Light Board of Commissioners
Executive Session
230 Ash Street
Reading, MA 01867
February 16, 2005

Start Time of Executive Session: 8:50 p.m.
End Time of Executive Session: 9:28 p.m.

Attendees:

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

FERC/RTO Issues Conference Call with John Coyle, Duncan & Allen

Mr. Cameron explained to the Board that the conference call will be deferred until the next meeting because Commissioner Kearns is not present this evening.

Mr. Herlihy commented he thought this was a good move on behalf of the General Manager.

Arbitration Update

Mr. Cameron updated the Board by informing them the Department has recently been involved in two arbitrations. The first arbitration involves the position of Senior Meter Technician and the second is relative to the day after Christmas in 2003, both of which are within the Line Meter Station (LMS) bargaining unit. Mr. Cameron explained the arbitration for the Senior Meter Technician is based on the fact there are two Senior Meter Technicians who are at Step 4 and none at Step 5. Mr. Cameron pointed out the arbitration was based on the fact; that in the past the Department had a Step 5 Senior Meter Technician. The person who received the Step 5 did so because there was a lack of formal leadership in the Meter Department. The Union believes the Senior Meter Technicians should progress to Step 5. Management feels that Step 5 is no longer needed because it was set up to provide management in a time when it was necessary.

Mr. Cameron described the Christmas 2003 arbitration. Mr. Cameron stated that he had asked his management people in March, 2003, to see if the employees would like to have an extended weekend by having the day after Christmas, 2003 off, which was a Friday. Mr. Cameron offered to extend a vacation day from 2004 to use if an employee did not any time left to take off for the day after Christmas. In late September, he reminded the employees of the situation that was agreed to and at this time the union reps came to him.

The union reps thought this was a contract violation, but no employee came forward to extend their discomfort with the situation. Mr. Cameron asked the union representatives why they waited so long to come to him when he believed for the last six months that the employees agreed to take that day off. They said they were never told of the situation by their supervisors and managers and they didn't know how to use the e-mail system. The LMS Unit then filed a grievance after the day was taken off.

The crux of the grievance was that the LMS unit was never told in March, 2003, of the offer and they didn't know how to use the e-mail system.

Mr. Cameron stated that last Friday, there was arbitration that was heard. The Department will not know the outcome of this until April.

Ms. Foti recused herself at this point in the meeting.

IBEW Local 103 Vehicle Issue

Mr. Cameron updated the Board on what was the impetus behind the vehicle tax issue. Mr. Cameron explained what the Department's position is in this matter. Mr. Cameron will update the Board on the progress of this matter.

Motion to Adjourn

At 9:28 p.m. Mr. Herlihy made a motion seconded by Mr. Soli to return to Regular Session.

Motion carried 3:0:0.

Mr. Pacino called for a poll of the vote:

Mr. Herlihy, Aye; Mr. Pacino, Aye; and Mr. Soli, Aye.

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

Andrew K. Herlihy, Secretary Pro Tem