



Contract Negotiations
Sept 15 2016

Automated : Judge Yardiff commands.

Fran Parks: Fifteenth?

Kevin Connolly: Yes. Yes.

Fran Parks: 2016 Cotuit Fire District Union negotiating committee to order. Present are, could everybody say their name please?

Richard Pisano: Richard Pisano.

Kevin Connolly: Kevin Connolly.

Fran Parks: Fran Parks, so the first order of business would be to elect a chairman of the committee.

Richard Pisano: I would nominate Kevin Connolly. Do I have a second?

Fran Parks: I'll second that.

Richard Pisano: All in favor, Aye.

Kevin Connolly: Aye.

Fran Parks: Aye.

Kevin Connolly: You could've given me a heads up, couldn't you? No maybe not. I guess you can't. Bless you.

Fran Parks: Do we have an agenda?

Richard Pisano: We have topics listed, but I didn't have a chance to have any conversation about putting them in order. I'm trying to find my copy of the list. The first issue that we had left to discuss was legal representation during this process, and we had gotten one name that you [inaudible 00:01:36]. Did we get the second name?

Need Help? <mailto:support@rev.com>

[Get this transcript](#) in a non-tabular format

Fran Parks: Yes, I sent. I thought I sent you the both names.

Richard Pisano: I didn't get.

Fran Parks: One was a guy from Norwood, and the other guy was from

Kevin Connolly: Constable wasn't he?

Fran Parks: No.

Richard Pisano: Plymouth.

Fran Parks: Both [inaudible 00:01:58] and what was his name?

Richard Pisano: Right. The outfit from Plymouth that worked for Hyannis previously.

Kevin Connolly: That's what it was yeah,

Richard Pisano: But I never got the second.

Fran Parks: Well that's the that's the Norwood people. They also have an office in Norwood I believe.

Richard Pisano: Oh, okay.

Kevin Connolly: So there was only one ultimately?

Fran Parks: No there were two.

Richard Pisano: Tom was going to get that second name. I was.

Fran Parks: Right, and I thought I sent it to you.

Richard Pisano: I've been. Until we just recently got the email thing straightened out, I was not getting a lot of correspondence.

Fran Parks: Well, I was using your other, your-

Richard Pisano: Oh.

Fran Parks: -private email.

Richard Pisano: Huh.

Fran Parks: Well, that's okay.

Kevin Connolly: So, that being said we need to get that name.

Fran Parks: That's the guy Chuck Sabat recommended from Hyannis. Been involved with the Hyannis Fire District.

Richard Pisano: All right.

Kevin Connolly: So will you be able to send that to us?

Fran Parks: Yep.

Richard Pisano: What was the procedure last time around for contracting with the law firm? I mean I know we had the Boston Firm.

Fran Parks: Right. Ron handled that. I didn't because he was the initial the initial contact. The Boston guy's name from Mr. [gar 00:03:55].

Richard Pisano: Okay and do we have to go to the town in the spring for a funding request for that?

Fran Parks: You mean to the annual meeting?

Richard Pisano: Yeah.

Fran Parks: I don't think so because there is a line item in the fire district fire department's budget for legal services, so I think we can use that.

Richard Pisano: Okay. One based on your experience last time around is that a contact that we should make before having an initial conversation with the union representatives?

Fran Parks: I think prior to meeting with union representatives we need sit down in executive session with the fire chief. Said he wanted to do that to go over some things, and I think we should have the attorney onboard from the get go, and I also think that we're going to need to request that the treasurer do the same startup do the same job that was requested last year that was awarded with the settlement, which is to get us the all the necessary fiscal information for other fire departments of our size, you know, all of the financials.

Kevin Connolly: [V 00:05:19] has that already?

Fran Parks: No he doesn't.

Kevin Connolly: He does not?

Fran Parks: No he just barely started on it. He just started on doing some of the demographics.

Kevin Connolly: Oh, okay. I misunderstood what the chief told me, okay.

Fran Parks: No, he didn't. He hadn't compiled anything. He had just started with the demographics.

Kevin Connolly: Excuse me.

Fran Parks: Now, I have a question. I understand Chris told you that he'd be retiring in January.

Richard Pisano: I was going to ask you if you had heard it.

Fran Parks: June?

Richard Pisano: Yeah.

Fran Parks: Okay.

Richard Pisano: June 30. End of the fiscal year. He announced his intention. We have not received any anything in writing formally, but he seemed pretty clear about it, so that some of the issues that dovetail restructuring a contract may intersect with restructuring the executive level if we're going to be hunting for a chief.

Kevin Connolly: Right.

Fran Parks: We're going to have to start that fairly soon I would think.

Richard Pisano: I'll agree.

Fran Parks: But I think, so. But I think we still need to precede with this process with Chris on board because the contract is going to come up, and we need to need some significant changes.

Richard Pisano: I know we started independently compiling lists of things and reviewing other contracts of unions in the area to see what or how the other districts handled issues.

Kevin Connolly: And the chief is putting together for me some salary comparisons along with call comparisons all in the same sheet, which will give us an idea what the baseline is.

Richard Pisano: We will as part of the discussion need on the basis of those numbers I would think to look at how we're going to go forward with re-establishing a call list because we're very short on it now.

Kevin Connolly: On the call firefighter list?

Richard Pisano: Mm-hmm. But that's going to involve how we how we're looking to try to structure the working arrangement in terms of utilization of the call department because it's pretty much in limbo.

Fran Parks: That might be something that the new chief would want to want to organize.

Kevin Connolly: Yeah, I'm not sure I understand why it's in limbo and maybe, oh. I know there's not a lot. There's six. There's only six active, right?

Fran Parks: Yeah.

Richard Pisano: Well there's really only two that-

Kevin Connolly: Respond.

Richard Pisano: -that respond and you know that's not terribly useful for-

Kevin Connolly: No, you're right.

Richard Pisano: -the chief.

Kevin Connolly: Yeah.

Richard Pisano: Our new chief may yeah have a lot of ideas but will be looking at being then even if we have somebody in place ahead of July 1 ready to step in, which would certainly be our goal. That's one year until the contract expires, so that would be the big push. It's kind of late in the process if wants to do, he or she wanted to do significant restructuring. I know.

Kevin Connolly: So are we crossing over multiple lines here? It seems like we are to me, and I'm the new guy, so if I'm wrong tell me that, right? Are we I know we're talking about the chief moving on and that's obviously a point. We have to decide what we want to do for a call fire point of view, and yes, the chief has a perspective on that and a new chief will have a perspective. But right now, we need to focus on the things we have to do to be ready to sit down with the union.

Richard Pisano: Right. But I'm just talking in terms of one of the objectives of sitting down with the union in this fiscal year ahead of the final clock on the contract is to talk about the structure of the department, the structure of the contract.

Kevin Connolly: So, you're. Okay, so the question revolves around whether or not there's going to be a call department as far as this part of the contract conversation?

Richard Pisano: Right.

Kevin Connolly: Okay.

Richard Pisano: And if so, how it will be defined in the contract and the chief's authority to use it.

Fran Parks: Yeah, I I think we've moved into the area of executive session with this particular conversation. I don't think we should be discussing it openly.

Richard Pisano: No I didn't mean that we should go into depth or, I'm just putting it along the agenda as another area that when we had that first attempt to establish an agenda for tonight, we were trying to list what was.

Kevin Connolly: So the chief has included some verb-age in what he believes should be the next version of the contract that includes the call firefighters?

Richard Pisano: I have asked him to do that. I've asked him number two to draw up suggestions for us, but it would be as you said, that would be an opportunity to have executive session meeting with him and let him present that in detail.

Fran Parks: And he should be present during the during the negotiations as an observer. He wasn't last time. But he-

Kevin Connolly: Well we had different.

Fran Parks: It's allowable.

Kevin Connolly: Yeah, but we had different opinions on that relative to the fact that the cohesion inside a firehouse may or may not be affected by that. But with his change that might be part of a different conversation as well. As far as the call firefighters go, he had changed some verb-age in the contract and made some recommendations shouldn't have rephrased that, made some recommendations on how the verb-age should be in the contract relative to utilizing some call firefighters in some cases, so based on that, you know, my assumption is he still wants to go forward with the call department. But you're absolutely right he should be. Yeah, unfortunately, he's not here tonight, or it would have been good to have him here tonight for the conversation.

Richard Pisano: Inasmuch as based on your experience, you presented a pretty strong opinion about needing to have already established a contact with attorneys and things before we have even a first meeting.

Fran Parks: I think that's a would be a very important someone who's done it before would be very important guide for us in how to proceed.

Kevin Connolly: I couldn't agree more.

Richard Pisano: Absolutely. Well then that that kind of I would think limits us to a fairly short list of a couple of immediate assignments in preparation for a second meeting with the chief present and then the option to go into executive session if he has the materials we're request we're all requesting somewhat together.

Kevin Connolly: So this is a version that he's provided me with some of the changes that he's recommending. The problem with this version is that he yellowed out a bunch of things that we're changing, and unfortunately when it printed it didn't print yellow.

Fran Parks: So, I don't think we can discuss in open session his recommendations for changes to the contract.

Richard Pisano: Right. No I understand that.

Fran Parks: Take this home and read it.

Richard Pisano: Yep. Well, so who wants to contact the lawyers?

Kevin Connolly: I can do that if I get some guidance on what the, you know, who I'm calling, and.

Fran Parks: I'll get that. I have that at home. I'll send it to you. I can talk to Mike Daily.

Richard Pisano: Okay.

Kevin Connolly: And Mike Daily is one of the lawyers?

Fran Parks: He's our treasurer.

Richard Pisano: No, he's the treasurer. We're going to ask him to resume the work with financial comps. Does that leave me momentarily without an assignment. Quick, let's adjourn.

Kevin Connolly: We'll figure that quick. We'll get that. We'll fix that quick.

Fran Parks: We'll get you something, so I think I think what we really need to do is to the next meeting schedule an executive session to sit down with the chief. Just the chief and and you know go through the contract with him, so everybody's on the same plate and you know openly discuss what the problems are in the contract and what we'd like to see changed.

Richard Pisano: Yeah, we can move ahead with that before we get a sit down with the attorneys.

Fran Parks: With the attorney yeah.

Richard Pisano: Would it be useful to ask Commissioner Hadley to also be in attendance to draw on whatever his past experience?

Fran Parks: I think also might be a good idea to ask the retired commissioner [Mike Hock 00:15:39] who was involved in multiple of these to join us with his perspective.

Richard Pisano: Is Ron back in town?

Fran Parks: Yes.

Richard Pisano: Okay.

Fran Parks: Surely volunteer him for all kinds of stuff.

Richard Pisano: No, that's great. Well, I'll certainly be happy to reach out to him and see if I can guilt him into.

Fran Parks: You can just tell him I said he had to come.

Richard Pisano: Oh, okay.

Fran Parks: We grew up together.

Kevin Connolly: There you go.

Richard Pisano: All right. Does that cover what we can do now?

Kevin Connolly: Well, the only other question I had was whether or not we talk through some of the recommendations where I take the opportunity to point out to you two some of the recommendations the chief had made in there that were some of the changes that you might see or might not even pick up on. I think that would require executive session.

Fran Parks: Yeah, right.

Kevin Connolly: So, that's something I don't know how to make that motion. Is that something we can do?

Fran Parks: Was it was it listed on the agenda?

Kevin Connolly: To go into an executive session?

Richard Pisano: Yeah, I was looking for my copy of the.

Fran Parks: If it wasn't listed on the agenda, we can't do it.

Kevin Connolly: Okay.

Amy: I can. Do you want me to get pull up the agenda?

Richard Pisano: Yeah, if you have the.

Amy: I'll pull up the agenda. Hang on.

Richard Pisano: Because I told him to just re-post the one that I had put out you know for that first meeting.

Amy: Hang on one sec. I'll have it in one sec.

Richard Pisano: Okay.

Fran Parks: Yeah, I don't think that that was awarded properly though that first one.

Richard Pisano: I would not be surprised.

Fran Parks: We're going to include items that you can't that weren't executive session items.

Amy: New business. Legal help. Assignments. Scheduling. Executive session if needed to review union negotiating strategy, so I'm assuming executive session would be appropriate if you had all of the components you needed, so you mentioned that you would want the chief to be present. You would want to have the attorney on board. You would want to have the treasurer involved, and you would like to invite Ron [my crock 00:18:09].

Fran Parks: No that doesn't. I mean this is, going over this is strategy.

Amy: That would be strategy, reviewing the chief's?

Fran Parks: Yeah.

Amy: The chief's recommendations would be strategy?

Fran Parks: Yes.

Amy: Okay, then.

Fran Parks: So I make a motion that the committee go into executive session to discuss strategy regarding the Cotuit Fire Department personnel agreement for full-time employees and to review the modified or what's the word?

Richard Pisano: Draft modifications?

Fran Parks: Draft modifications of the union agreement, not to return to executive session, so I need a second.

Richard Pisano: Not to return to open session?

Fran Parks: Open session.

Richard Pisano: Second.

Fran Parks: And all those in favor by name.

Richard Pisano: Richard Pisano in favor.

Kevin Connolly: Kevin Connolly in favor.

Fran Parks: Fran Parks in favor.

Amy: Okay, good evening.

Kevin Connolly: Good evening.

Richard Pisano: Thank you, Amy.

Kevin Connolly: Have a good night.

Amy: You, too.