

Meeting Minutes:

Thursday January 8, 2004

Location: Waterford VFW, Main Meeting Room

Called to Order: 1906 hours by John Davis. Meeting immediately turned meeting over to New President Bellos.

**Officers Present:**

President Stephen Bellos, Vice President John Davis, recording Secretary Timothy Silva, and Executive Board Member Ed Delaura.

**Union Local Members Present:**

Robert Strohl, Robert Winters, John Bunce, Nicole Dupont

**Reports/Committees:**

- Strohl made a motion to waive reading of previous meeting minutes, Seconded by Delaura
- Delaura made a motion to waive reading of Treasurers Report, Seconded by Strohl
- Negotiating Committee: A "Red Line" document has been proposed between the Town and the Union Local, meaning the negotiations are completed but not yet approved by the Union body. The document is now being written by attorneys and will be returned to the Negotiating Committee for review. After review it will be provided to the Union body for further review and a vote. No time frame set for the review. Major points in Red Line document: 4 year contract, 3% a year each year, insurance co-pay increase from 6% to 7.5 % during the *last 6 months of the fourth year of the contract*, Bid shift (112 day cycles – Rotation Senior-Senior-Junior) with the addition of 1 patrol supervisor, increase in life insurance.

**Old Business:**

- *Teel Arbitration: History* (Abridged) -Teel was on terminal leave from this agency and was refused the opportunity to work overtime by the Town. Union grieved this action on the grounds that Teel, as an employee of the town was entitled to work the overtime. Town denied the grievance. Union is in Arbitration so that future members of this agency who are on terminal leave may have the opportunity to work overtime while still certified as Police Officer. *Current Position:* Involved parties testified at a hearing with the State Arbitrator. No firm decision was made as of this meeting. Union Attorney Delarenzo believed that the hearing was in favor of the Union. Next step is for the attorneys for both the town and the Union to prepare legal briefs and submit them to the State Arbitrator by February 17. State Arbitrator does NOT have a set time frame to make a formal decision.

- *Combined Insurance Ballot Question:* The Local 1948 decided in a 22 to 6 vote to withdraw from the current Combined Insurance Policy. The Local will attempt to receive a reimbursement at a pro-rated amount or if unable will not renew the policy when it comes due. Robert Winters was tasked with obtaining information on different insurance plans and having vendors met with the body for questions.
- *Class Action Suit – Market Timing Scheme:* it was explained that certain funds within our 457 Supplemental Retirement Plan were being sued. Only people who had contributed to certain funds, such as the Janus Fund, are eligible to be included in the civil suit. Several weeks ago a memo was provided to each Union Member by then Union President John Davis to submit a letter to Council 15 Attorney with a copy of the funds you were contributing to. Ed Delaura was appointed as the contact person for Council 15. NOTE: He is not responsible for sending letters to the attorney on your behalf but rather a point of contact if the Council 15 Attorney needs additional information to further the class action litigation.
- Also discussed: President Bush is proposing a bill that eliminates Overtime to any employee who supervises 2 or more people. The bill is set to rewrite the FLSA law that prevents this from occurring. This has obvious repercussions to Sergeant and Lieutenants within this agency. ASFME International is fighting this bill vigorously; more to come as new information is gained.

#### **New Business:**

- Vice President Davis: The ASFME Local 1948 Waterford Police Union is autonomous, and governs itself through its By-Laws. It is a direct violation to take Local 1948 business outside of the Local (i.e. directly to Council 15 without discussing it first within the local.) Any member of the Local 1948 that violates this can be sanctioned by the Union. The sanctions can range from fines up to and including removal from the Union Local.
- It will be the local Vice Presidents duty to investigate and act upon any member or members who violates the By-Laws. The Vice President will then request sanctions be placed on the member or members for those violations. It should be noted that Council 15 is employed by the Union Locals and is not the governing body that makes decisions for the Locals.
- Overtime Board: Recently there has been confusion about the 24-hour waiting period when members sign up for posted jobs. The intent of the 24-hours waiting period was to ensure all members get an equal opportunity to sign up for outside/

extra-duty jobs. This means a member can only sign up for ONE (1) outside/extra-duty job in the 1<sup>st</sup> 24-hours of it being posted, regardless of the contractor. After the 24-hour period a member can sign up for as many as he/she would like. ***The following Motion was made by Davis, seconded by Delaura:*** The Union President be tasked with making a notice of the above practice and obtaining permission to post the notice on the Overtime Board for all members to see. Motion passed

- Bellos met with Chief Pendleton in regards to Dominion Detail. The meeting was made when the Connecticut State Police were assigned to Millstone. It was the intent of the meeting to ensure that during a Code Orange Alert the Dominion Detail would be manned by Waterford Police Officers. The Chief agreed and the Union acknowledged that the detail would be filled with mandates if they any shifts go unfilled.
- Tim Silva made contact was made with Attorney Elliot Spector about “ballpark” cost of a criminal trial for a police officer. Spector provided a “guestimate” in the area of \$25,000.00 to \$40,000.00 for an average trial. He explained that the cost could double easily. Additionally he was against the idea of having an attorney on “retainer” stating it would be a waste of money. He felt the best response was to separate account or fund kept on hand for the purpose of a criminal attorney, and have the union decide on its disbursement on a case-by-case basis. Discussion but no formal motions. Tabled for further discussion.
- Ed Delaura brought up that the exercise bicycle in the Police Fitness area has been broken for an extended period. The bike is 12 years old and the cost to repair the bike versus its useful life is in question. He has spoken with Andre Parker about the price of a new exercise bike. The cost would be in the area of \$2,500.00. A motion was made by Davis, seconded by Dupont to have Delaura find an exercise bike, check to see if the Chief’s Officer will agree in paying for a percentage of the purchase, and bring that figure back to the Local for approval. The motion passed.
- Discussion on additional types of equipment the Waterford Police Department has and may get in the future. Motorcycles, bicycles and ATV’s were discussed. Local will support all new equipment as long as each member’s safety can be agreed upon. Discussion included attempting to gain information from other agencies using these various pieces of equipment about necessary vs. optional equipment and required training.

Motion to Adjourn meeting at 1956 hours by Davis, seconded by Delaura. Motion Passed Meeting Adjourned.

