

SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT
BOARD OF COMMISSIONERS VIRTUAL MEETING
Minutes of the Executive Session of May 27, 2020

Present: Chair Gregory Dubreuil, Vice Chair John Hine, Clerk Anne Awad
Absent: Peter McAvoy, Kurt Schenker

Present for SHELD: General Manager Sean Fitzgerald, Financial Manager Michael Conchieri,
Administrative Assistant Kim Mendoza, Telecommunications & Electric Meter Manager Bob
Liswell

The Executive Session of the Electric Light Board convened at 6:43 PM following an Open
Session motion by John Hine, seconded by Anne Awad, to enter Executive Session by a unanimous
roll call vote.

“Redacted portion of the minutes are related to the Fiber Project, voted not to be released as of
April 22, 2021.

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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

The second topic was the IBEW 455 contract negotiations. The current contract expires on July 1st and SHEL D Management is recommending that the existing contract be rolled over for one year with a wage increase of 3.0%. The IBEW 455 has agreed to accept this rollover.

Mr. Fitzgerald highlighted several key reasons to roll the contract. He stated that much of the union effort has been to support the success of Fibersonic. The SHEL D electrical crew has been pulling “double duty” running fiber. The IBEW employees have been giving 110%. They have been working as a team with the fiber crew and working through lunches to keep the project moving forward. Fibersonic is a completely new line of business and will increase and enhance revenues which will make the whole Department more financially sound.

COVID-19 has complicated the business, and the safety of the crews, by making their hazardous jobs even more hazardous. Our crews have continued to work through the pandemic and sustained service at the highest levels. SHEL D Management, staff and the IBEW are extremely busy keeping pace with all the demands placed on them.

Many companies, who have required their employees to keep working during COVID-19, are giving additional hazard pay bonuses or pay increases. There are State legislative efforts to pay hourly essential workers \$13.00/hour more, but it excludes our employees. A 3.0% increase is less than \$.50/hour. There will be no impact to the rates as an increase of 3% for the IBEW is roughly \$30,000, which does not even equal one tenth of a mil.

Management believes that a 1-year extension of the contract would allow for the world to return to some kind of normalcy before having to renegotiate a new contract. It has been five years of rebuilding for the company and morale is high. To decline an increase, with all the factors explained, may destroy the positive achievements with one decision.

Mr. Dubreuil asked Mr. Conchieri if a 3.0% increase was budgeted for the upcoming year. Mr. Conchieri said it was included in the budget.

Ms. Awad said that Mr. Fitzgerald made a good case to roll the current contract with a 3% increase and that she would also support a one-time bonus of \$1000 for them working through the last few months. Mr. Hine agreed stating that we are building a new business and we want to reward people who are doing well. Since the IBEW has agreed to roll the contract, we would want to continue to support the success of the project.

Mr. Dubreuil agreed also but mentioned that the IBEW increase would need to be voted on in an open session meeting and the next meeting is in June. Mr. Fitzgerald asked if he could communicate the information to the Union prior to the June meeting. The Board agreed since there were three Board members at this meeting who would vote to ratify the rollover, with the increase, at the next meeting. The Board also decided to include all SHEL D staff in the one-time bonus.

John Hine moved, and Anne Awad seconded a motion, to adjourn the Executive Session and not return to open session.

The motion passed unanimously by a roll call vote: Awad-aye, Hine-aye, Dubreuil-aye.

The Executive Session ended at 7:20 PM.



Anne Awad, Clerk
Approved: June 25, 2020