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BOARD OF LIGHT COMMISSIONERS
September 16, 2019
EXECUTIVE SESSION MEETING MINUTES

Present were: Commissioner/Chairman-Rick Rys, Commissioner-Chris Conway, Commissioner-Richard Chase, PMLD General Manager-Brian Allen and Karen Mammone

At 11:00 AM the Board voted unanimously in favor by roll call (3-0) to go into executive session to discuss IBEW Local 104 contract. Do not anticipate going into open session.

Reviewed and approved amended agenda for Executive Session for September 16, 2019.

Executive Session Minutes from August 27, 2019 were approved (3-0).

Mr. Allen reminded the Board of the questions they had from the August 27th meeting concerning (1) hiring non-union contractors and (2) cell phones.
Mr. Allen told the Board of Commissioners the union will not tell departments who they can hire. PMLD will hire contractors for the jobs the linemen will not be able to handle due to the size of the job or equipment needed. Commissioner Conway asked about tree trimming. Mr. Allen mentioned we will be able to hire anyone we want.

Mr. Allen discussed the phone plan the linemen currently have. General Foreman Chris Courville and crew agreed to $50.00 per month or $600.00 per year. The men are required to have a phone for work and do not want to carry two phones. They have agreed to buy their own phone.

Mr. Allen provided a copy of Article XV about safety and training (A copy will be on file). Mr. Allen mentioned he came across this article and thought it should be discussed. There are (six) 4-hour safety training sessions per year. The training is held at PMLD. Mr. Allen and Commissioners discussed equipment. Mr. Allen will change wording to "Industry standard or better."

Commissioner Chase came up with a list of items to compare PMLD Personnel Policy and Draft Contract with the union.

- Items 1-4 all agreed wording is fine.

- Item #5 Introductory Period
  At one time it was a 3-month period. All agreed it makes sense with 180 days or 6 months. This will give Mr. Allen a chance to make sure the new employee fits in well with the guys. Mr. Allen will find out about the verbiage when hiring 1st year apprentices in IBEW, (A members) the union handles the benefits and schooling. The (B members) the employer handles the benefits and schooling. Mr. Allen will go back to the union. He feels this is a sticking item that gives PMLD the ability within the first 6 months of employment to let go any employee who is not fitting in.

- Item #6 Employee Assistance Program
  Commissioner Rys wanted Mr. Allen's opinion on this issue. Commissioner Rys thinks linemen should be in top mental condition. Mr. Allen said it can be added. He doesn't think it will be a problem.

- Item #7 Storm Overtime
  The linemen can only work 16 hours with 8 hours off. This is standard policy.

- Item #8 On Call allowance
  Currently, the on-call allowance is 1-hour regular pay Monday thru Friday, 3 hours Saturday & Sunday and 3 hours pay for Monday holidays. The guys would like 2 hours regular pay during the week. It has been the same for the last 15 years. Mr. Allen mentioned there is only one guy on call and he is responsible for finding a second guy to work with him. They are available all week. This will bring them close to other light departments.

- Item #9 On Scene vs. PMLD Garage
  Mr. Allen mentioned the guys should live within 30 minutes of the light department. They have never had a complaint on response time.

- Item #10 Job descriptions preclude wind turbines work
  Commissioner Rys mentioned the guys would like to contract out the work on the turbines. Mr. Allen said the guys will work on anything that does not require specialized training. Commissioner Rys ask about the guys climbing to the Nacelle. Mr. Allen said they cannot without certifications. The men need enclosed space and respiratory training. It takes the guys a lot of time to fix a problem because they do not have training. Commissioner Conway mentioned he feels we are putting PMLD in a compromising situation because they are not certified. Their classification is as a lineman not climbing the turbine. Commissioner Rys mentioned we are lucky so far nothing has happened. We would need an Arc Flash study done for inside the turbine. Commissioner Chase mentioned we are not losing the simple things. The guys can still reset machines as needed. Mr. Allen agreed. Mr. Allen said we have to look outside the present staff. If someone leaves so does the knowledge. Mr. Allen said we would keep the inventory here and
  make a deal with the tooling. Commissioner Conway said anyone climbing the turbine is a liability to PMLD. Commissioner Conway feels this should be a separate discussion.

Mr. Allen doesn't think they will agree to any language in the contract. He will keep them informed.

- Item #11 Life Insurance"
  Commissioner Chase mentioned the union has "shall be eligible" over PMLD "may be covered." The Commissioners agree wording is alright.

- Item #12 Specimens
  The board discussed Fentanyl & future drugs.
  Mr. Allen proposed Fentanyl and/or other synthetic drugs to the contract. He mentioned they receive a list of drugs being tested. No marijuana use is allowed because of the CDL license. Marijuana stays in the system for approximately 30 days. He does not want guys in the truck.

- Item #13 Do Not Abuse
  Commissioner Chase only wanted clarification on wording. The guys need their phones for texting and taking pictures during work.

  Commissioner Chase mentioned the two outstanding items are the introductory period and turbines.

The Executive Session meeting adjourned at 12:24 PM motioned by Commissioner Rys, second by Commissioner Conway. The board voted unanimously in favor by roll call (3-0) to adjourn.

Respectfully Submitted,

Karen Mammone

Recording Secretary