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**BOARD OF LIGHT COMMISSIONERS  
NOVEMBER 9, 2022  
EXECUTIVE ZOOM SESSION MEETING MINUTES**

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Present were Commissioner/Chairman-Rick Rys, Commissioner-Phil Gott, General Manager-Sean McKeon, and Karen Mammone were in attendance. Commissioner Chase participated through Zoom.

At 4:39pm the Board voted unanimously in favor by roll call (3-0) to go into executive session with a return to open session to end meeting, *"To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel."*

Commissioner Gott- yea

Commissioner Chase- yea

Commissioner-Rys- yea

*Commissioner Chase was alone in his office.*

Mr. Sean McKeon (General Manager), Mr. Chris Courville (General Foreman) and Mr. Brian Pierce (Union Representative) discussed the Boards agreement on the new union contract.

- **Change in the rest time language.** Currently rest time is 3-6pm, Monday thru Friday which is an extended day, and no rest time if the Linemen work all Sunday night. Would like the language to read no rest time 3 to 6pm Monday thru Friday; hours proceeding their Monday shift would earn rest time.  
*All agreed with change. October 12, 2022*

Union agreed with the new language.

- **Increase on-call pay by 1 hour per day.** Currently, the on-call Linemen receives 2 hours per day straight time during the week, on the weekend 3 hours per day of on-call pay. When on call, the Linemen must be a First-Class Linemen, stay within 30 minutes of PMLD and refrain from alcohol.  
*All agreed to keep as written. October 12, 2022*

*Suggested amendment- the following wording to be added: Currently 3 hours per day of on-call pay. The Linemen would like to add an hour. The Board agreed to change from 3 to 4 hours per day. If the Linemen are called out, the 4 hours would be credited towards their actual work time.*

Union agreed to no increase for on-call pay.

- **Increase the General Foreman on-call pay.** Currently the General Foreman is paid 2 hours during the week and 3 hours on the weekend for on-call pay. If he receives a call from Dispatch, the General Foreman receives a minimum 4 hours pay. He is requesting his on-call pay go from 3 hours per week to 4 hours per week.

*Mr. McKeon will speak with the General Foreman and Union Rep to clarify this request. October 12, 2022*

Union agreed to no increase in the General Foreman's on-call pay.

- **Increase phone allowance.** The Linemen receive \$600.00 towards their personal phone to help offset their bill which they also use for work. They would like \$900.00.  
*All agree to meet somewhere in the middle. October 12, 2022*

Union agreed to \$750.00 for phone allowance.

- **Juneteenth as a scheduled holiday.** This holiday is already a Federal and State holiday, just want to add it to the contract.  
*All agree. October 12, 2022*

Union agreed to add holiday to contract.

- **The Linemen asked for a 9/3/3 pay increase.** The pay increase is for a 3-year contract.  
*All agree to start negotiations at 4/2/2 with a parity clause. October 12, 2022*

Union found 5/2/2 pay increase reasonable but with a parity clause.

The Board agreed to a one-time bonus of \$2500.00 for employees to be included during the negotiations. (3-0 vote)

- **Tailgate Reports.** The General Foreman would like to add Tailgate Reports to the contract. The report would require the Linemen to check off a list of requirements, every day at each job site. From hard hats on, cones out, to who is doing what on the job. This will keep everyone safe. *October 12, 2022*

*No changes to suggested language.*

The Board discussed Mr. McKeon's contract. Currently the General Manager is receiving Life Insurance, a cell phone, and salary of \$159,200 plus \$2400.00 for insurance and phone reimbursement.

Mr. McKeon would like a company vehicle to use to and from work, and any business-related travels during the day. The vehicle would be purchased through the states Municipal Bid.

Commissioner Rys mentioned Mr. McKeon's performance has been outstanding. He has brought a lot of good programs to PMLD, developed a rapport with the Linemen and Office Staff, joined a group at NEPPA, communicates well with MMEWC, and developed a relationship with Sterling.

Commissioner Gott agreed with Commissioner Rys adding he likes how he has brought the staff members to the meetings, discussing their responsible areas. He finds this helpful to the Commissioners and staff. Also Mr. McKeon's outreach to the community in terms of career counseling and his style of inclusivity is highly commended.

After much discussion, the Board agreed to give the Mr. McKeon a car in the range of \$40,000 in value, pay for insurance, a 3% salary increase and \$2500.00 bonus.

Commissioner Rys motioned to end the Executive session.

Commissioner Gott- yea

Commissioner Chase- yea

Commissioner Rys- yea

Roll call vote was taken to end the Executive Session and enter public meeting, unanimously in favor (3-0) at 5:28pm.

Commissioner Rys made a motion to adjourn.

Commissioner Gott-2<sup>nd</sup>

Commissioner Chase- yes

*Respectfully Submitted,*

*Karen Mammone,*

*Recording Secretary*