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**BOARD OF LIGHT COMMISSIONERS  
OCTOBER 14, 2025  
EXECUTIVE ZOOM SESSION MEETING MINUTES**

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**Action Items:**

Mr. McKeon will gather data on residential rate comparisons from previous years.

**Present were Commissioner-Rick Rys, Commissioner-Phil Gott, Commissioner-Richard Chase, General Manager-Sean McKeon, Ashley Reddy, and Karen Mammone**

**At 4:26 PM, the Board voted unanimously in favor by roll call (3-0) to go into executive session with a return to open session to end the 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 Rys made a motion to move into Executive Session.**

**Commissioner Gott- yea**

**Commissioner Chase- yea**

**Commissioner-Rys- yea**

Mr. Sean McKeon discussed with the Commissioners what the Linemen are looking for in their new three-year contract.

**1. Work Schedule-**

***The Linemen are looking to change their schedule to four 9-hour days, Monday through Thursday, from 6:30 AM to 3:30 PM, and one 4-hour day on Friday, from 6:30 AM to 10:30 AM.***

Currently, the Linemen work Monday through Friday, 7 AM to 3 PM.

The Board agreed (3-0)

**2. Acting Pay (New Language)-**

***Any employee temporarily assigned to the role of General Foreman for two weeks or more will be paid the General Foreman rate for all hours worked. This rate will be paid retroactively to the start of the assignment as General Foreman.***

Commissioner Gott would like the wording changed to “ALL hours worked AS General Foreman.”

The Board agreed (3-0)

3. **Storm Overtime Pay-**  
*1 ¾ wage factor for all hours*

When Linemen have worked all day and cannot go home during stormy weather, they receive pay for storm duty at time and three-quarters for 16 hours a day, along with 8 hours of straight time for sleep.

Mr. McKeon would like to maintain the current storm rate for Princeton. When they utilize NEPPA mutual aid, the calculated straight-time rate cannot exceed 40 hours per day per lineman. However, Princeton linemen are currently paid for only 36 hours per day of straight time. Mr. McKeon aims to increase the linemen's pay to 40 hours per day of straight time under APPA rates. Under this plan, they would be compensated for mutual aid time, receiving time and three-quarters pay for 16 hours of work each day, and time and a half for sleep.

4. **Phone Allowance-**  
*Change allowance from \$750.00 to \$950.00.*

Mr. McKeon and the Commissioners agreed to increase the phone allowance to \$950.00.

5. **Holidays-**  
*One new holiday, a half day before Thanksgiving and a half day before Christmas. The Linemen would like a full day off for both holidays instead of a half day.*

Commissioner Gott asked about holidays that fall on a Sunday. Currently, if a holiday falls on a Saturday, PMLD will have Friday off. If the holiday falls on a Sunday, PMLD will have Monday off.

Commissioner Rys made a motion to accept the full day off before Christmas.  
Commissioner Gott- 2<sup>nd</sup>  
Commissioner Chase-aye

6. **Vacation-**  
*Add language with the option to sell back vacation time at 100%.*

Linemen earn two weeks of vacation during their first five years of employment. After reaching the five-year mark, their vacation time increases to three weeks. At 15 years, they receive four weeks of vacation, and after 20 years, they earn five weeks of vacation.

*The Board agreed that the Linemen are required to take 2 weeks' vacation and may sell back a maximum of 2 weeks' vacation.*

7. **Wage Increase-**  
*Wage increases for the next three years will be a minimum of 4% or parity with the surrounding Central Massachusetts Towns.  
Parity is calculated by averaging the wages from the eight surrounding towns with union contracts, using their most recent pay scales.  
The eight towns used to calculate parity are:  
Ashburnham, Boylston, Holden, Paxton, Shrewsbury, Sterling, Templeton, and West Boylston.*

Mr. McKeon wants to maintain the Linemen's average pay. The first year will be straight parity, and in years two and three, there will be a 2% increase or parity plus 1%, whichever is greater.  
The Board agreed.

Commissioner Rys motioned to end the Executive session.

Commissioner Gott- 2nd

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 5:29 PM.

*Respectfully Submitted,*

*Karen Mammone,*

*Recording Secretary*