

**Ken Bergen**  
**Business Agent's Report**  
**January 3, 2021**

Contracts currently in negotiations: West Boylston Cemetery and West Boylston DPW.

Contract negotiations beginning in the near future: Lawrence School Safety Officers, Millville Police, Special Transportation Services and Wachusett Regional School District.

**Durham School Services:** A meeting was held with the Company discussing the School District's projected return to in-building instruction. The Company and the Union are planning for the phased in resumption of transportation tentatively scheduled for later in the month of January.

**Lawrence School Safety Officers:** The Union has received a second step response from the District relating to a grievance filed for an alleged seniority violation for a promotion. The District has denied the grievance at that step of the grievance procedure. The Union is currently considering our options.

**Merrimack Valley Area Transportation Company:** The arbitrator's decision has been issued in the case of the Company failing to bargain changes to the work schedule and the associated loss of wages to members as the result of those changes. The arbitrator found that the Company did violate the contract in not meeting with the Union to discuss and consider the Union's input, however, she did not find in favor of the Union in terms of a monetary award for the loss of earnings as the result of the changes implemented by the Company. A second step grievance meeting was held with the General Manager over the firing of a member. The second step decision has been issued by the Company denying the member's reinstatement. The Company is being contacted informing them of the Union's intent to arbitrate the matter.

**Special Transportation Services:** The Company and the Union have agreed to a contract extension agreement and dates for negotiations are being offered to the Company.

**St. Vincent Hospital:** Several ongoing issues relating to staffing, pay for a lead position and alleged harassment. The Union is reaching out to the Hospital and setting up meetings to address these issues.

**Wachusett Regional School District:** Negotiations are continuing for a memorandum of agreement for hybrid instruction as the result of the COVID-19 pandemic. Additional meetings are scheduled to continue talks. A grievance has been filed over health and safety issues. The District and Union are scheduled to meet in the coming weeks to discuss the grievance.

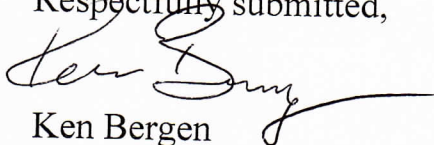
**West Boylston (Cemetery):** Contract negotiations are continuing with some movement being made. Further meetings are being scheduled.

**West Boylston (DPW):** Negotiations for a successor agreement are progressing slowly. Additional negotiation dates are being scheduled.

**YRC Freight:** A meeting was held with the Company discussing issues of the adjusting of pay rates and seniority dates for a few members. As the result of the meeting, the affected members' seniority dates are being adjusted and all those members should be receiving monetary adjustments ranging from \$600 to several thousand dollars. I want to thank Steward Gary Parnell for all his efforts and assistance in straightening out these problems. Several discussions were held with the Company's Labor Representative in determining a member's eligibility for vacation as the result of being out of work due to an on-the-job injury, and not having the minimum number of worked days as specified in the contract. As the result of those discussions, the Company agreed that the member was eligible to receive a paid vacation. A grievance has been filed by a member for an alleged seniority violation as the result of cancelled work under an "Act of God." The Company is being contacted to schedule a meeting to discuss the issue.

During the month, I have been in and out of my assignments, conducting negotiations, and attending grievance and disciplinary meetings. I want to thank all our members for their continued support, and all our stewards for all their hard work in representing our members in their places of employment. I also want to thank our Principal Executive Officer/Secretary-Treasurer Shannon George for his outstanding leadership, and my fellow Business Agents, our Executive Board and all our staff for all their support and assistance. In closing, I want to wish all our members and their families, a happy and healthy New Year.

Respectfully submitted,

  
Ken Bergen