

Ken Bergen
Business Agent's Report
February 7, 2021

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

Contract negotiations beginning soon: Lawrence Housing Authority, Lawrence School Safety Officers, Millville Police, Special Transportation Services, Wachusett Regional School District and West Newbury Police.

ABF (Worcester): An issue has arisen over the Company denying the payout of unused sick and personal days to a member who was out of work for most of the year due to on-the-job injuries. A discussion was had with the Company's Labor Representative without the parties reaching an agreement. A meeting is being scheduled to discuss the issue further.

ABF (Salisbury): An issue has arisen over the Company refusing to issue jury duty pay to a member who was notified by the courts on the morning of his scheduled service, that he did not need to report. When the member notified the Company, he was told not to report for work because another employee had already been issued his assignment. The member has been directed to file a grievance while the Union and the Company address the issue.

Andover Housing Authority: The Union and the Housing Authority Director have agreed to renew a Side Letter of Agreement that provides for the maintenance employees to leave work a half day on Fridays for the months of June, July, and August and receive the full day's wages. The measure will be put before the Housing Authority Board in the coming weeks.

Durham School Services: A meeting was held with the Company to discuss the many issues related to the COVID-19 pandemic and the

decision by the District to push back the date of in-building instruction to March. As the result, the Company has resumed paying the daily contractual guarantee and is now working with the District to expedite the availability of the Coronavirus vaccine to the drivers and monitors. Along the way, there has been numerous pay issues that have had to be addressed, and I am happy to say that all those issues have been corrected. I want to thank the Durham Stewards for their diligent efforts in trying to make the best out of a lousy situation, especially Big Bus Steward Jennifer O'Connor, whose been the lead in addressing many of the issues that have arisen.

Greater Lawrence Sanitary District: Meetings have been held with the Senior Operators over schedule issues at the treatment facility. A preliminary discussion was had with the Plant Director and a formal meeting is being scheduled to address the issues of the members.

Groveland (Water & Sewer): A meeting was held with the members to discuss issues at the department and the contract negotiations that will be conducted in the near future.

Lawrence Housing Authority: A contract proposal meeting was held with the members and the Housing Authority has been contacted requesting dates to begin negotiations.

Lawrence School Safety Officers: A meeting was held with the Superintendent to discuss possible additional opportunities for our Safety Officer members to supplement their earnings in the attempt to compensate our members for the loss of overtime opportunities as the result of the suspension of in-building instruction. Additionally, dates have been set to start contract negotiations, which will be occurring in the coming weeks.

Merrimack Valley Area Transportation: Arbitration hearings that were scheduled to take place next week have been cancelled due to the Company and the Union reaching an agreement to settle the disputes. The

arbitrations involved disciplinary suspensions issued to two members, one of whom withdrew his complaint. The other member has received all the lost wages and benefits lost as the result of the suspension and the corresponding discipline has been removed from the member's record. In addition, as the result of the second step denial of a grievance filed for an unjust termination, the Union has filed a demand for arbitration to address the issue.

Millville (Police): Contract proposals are being finalized and the Town is being issued a request for potential dates to begin those negotiations.

Northbridge Instructional Classroom Assistants: A meeting was held with the members to go over issues brought on by the Coronavirus pandemic, and to provide information to the members subsequent to conversations with the Superintendent. Additional meetings are scheduled with both the Superintendent and the membership.

Rowley Fire: A meeting was held with the members to go over issues concerning the Town hiring for additional firefighter positions, and the impact those positions will have on the work schedule, hours of work, and the affected contractual provisions.

St. Vincent Hospital: A grievance has been filed over the Hospital not posting the work schedule projected out four weeks, per the Collective Bargaining Agreement. The Union is awaiting the Hospital's response to the grievance. There are also a few ongoing issues relating to lead positions and staffing. In addition, the Hospital has initiated some rate increases for CT techs based on the unique circumstances of those positions.

Special Transportation Services: A couple of grievances have been filed by a member over the amount paid for daily vacation usage. The grievances were denied at the first step in the grievance procedure and a second step meeting was held with the General Manager. The Union is currently waiting on the General Manager's decision. Another grievance

was filed over the termination of a member for use of his cell phone while operating the vehicle. A step 1 meeting was held with the Manager who has denied the grievance and reinstatement. The Union has submitted a request for a second step hearing with the General Manager. In addition, contract negotiations are scheduled to begin in the coming weeks.

Wachusett Regional School District: Negotiations for a Coronavirus Memorandum of Agreement is still ongoing. The District and the Union are trying to schedule a date for a class action grievance submitted over health and safety issues brought on by the COVID-19 pandemic, and contract negotiations are scheduled to resume in the beginning of March.

West Boylston (DPW & Cemetery): A meeting of the Union negotiating committees was held to refine the Union's proposals. We are currently waiting on a response from the Town for further negotiation dates.

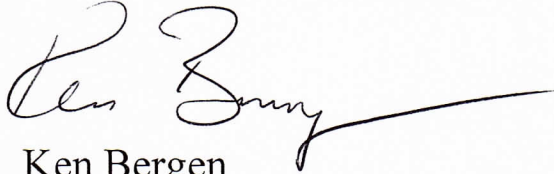
West Newbury (Police): A contract proposal meeting was held in preparation for the negotiations for a successor agreement to the contract that expires at the end of June. A request for potential negotiation dates has been sent to the Town.

YRC Freight: A few grievances have been filed over scheduling linehaul drivers, who had their scheduled work cancelled under an "Act of God" and bringing them in off their schedules with the inability to protect their bids. Also, a grievance was filed over a linehaul driver member reporting and not being put to work, and not being paid. After discussions with the Company's Labor Representative, the member is being paid for his mini.

It has been another busy month visiting my assignments, conducting negotiations, and attending grievance and disciplinary meetings. I want to thank all our members for their continuing support, and all our Stewards for all their hard work in representing our members on a day-to-day basis in their places of employment. In addition, I 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.

Respectfully submitted,



Ken Bergen