



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

Personnel Sub-Committee

Regular Meeting

August 8, 2019

Main Meeting Room, Town Hall, 933 Hopmeadow Street

ADOPTED - MINUTES

Members Present: Sean Askham (by phone), Chris Kelly, Eric Wellman

Staff Present: Maria Capriola, Tom Roy, Lisa Karim, Rachel Gravel, Eric Gomes, Kevin Clemens, Attorney Mike Harrington

The meeting was called to order at 7:32am. Chris Kelly made the motion seconded by Sean Askham to reverse the order of the Driscoll and Adusei agenda items. Motion passed unanimously.

1) Step 4 Grievance Hearing, Grievant: Gertrude Adusei – Simsbury Public Library Employee Represented by CSEA

Union members and representation present included Gertrude Adusei (former employee/member) and Andrew Socha (Union staff representative).

Management provided an overview of the case and its position. The Union then provided an overview of its position, the remedy being sought, and the section of the collective bargaining agreement they believed to have been violated. Discussion occurred.

2) Executive Session – Personnel – Step 4 Grievance Deliberations, Grievant: Gertrude Adusei – Simsbury Public Library Employee Represented by CSEA

Mr. Kelly made a motion, seconded by Mr. Askham, to enter into executive session with staff member Eric Gomes and Attorney Harrington attending. Motion passed unanimously. The Sub-Committee entered into executive session with those noted at approximately 8:10am.

3) Step 4 Grievance Decision, Grievant: Gertrude Adusei – Simsbury Public Library Employee Represented by CSEA

The Sub-Committee re-entered into open session at 8:20am. Mr. Kelly made a motion, seconded by Mr. Askham to deny the grievance and affirm the Town's position. Motion passed unanimously. The Sub-Committee will provide a written response to the Union regarding its decision to deny the grievance.

4) **Step 3 Grievance Hearing, Grievant: John Driscoll, Public Works and Parks Employees Represented by AFSCME**

Union members and representation present included Henry LaCharite (employee/local representative), John Driscoll (employee/member), and Anthony Bento (Union staff representative).

Management provided an overview of the case and its position. The Union then provided an overview of its position, the remedy being sought, and the section of the collective bargaining agreement they believed to have been violated. Discussion occurred.

5) **Executive Session, Personnel, Step 3 Grievance Deliberations, Grievant: John Driscoll, Public Works and Parks Employees Represented by AFSCME**

Mr. Kelly made a motion, seconded by Mr. Askham, to enter into executive session with staff member Eric Gomes and Attorney Harrington attending. Motion passed unanimously. The Sub-Committee entered into executive session with those noted at 8:52am.

6) **Step 3 Grievance Decision, Grievant: John Driscoll, Public Works and Parks Employees Represented by AFSCME**

The Sub-Committee re-entered into open session at 9:04am. Mr. Kelly made a motion, seconded by Mr. Askham to deny the grievance and affirm the Town's position. Motion passed unanimously. The Sub-Committee will provide a written response to the Union regarding its decision to deny the grievance.

7) **Step 4 Grievance Hearing (Grievance #1), Grievant: Taryn Schrager – Culture, Parks and Recreation Employee Represented by CSEA**

Mr. Kelly made the motion, seconded by Mr. Askham to table the remainder of the agenda items (7-14) to the next meeting. Motion passed unanimously.

8) **Executive Session – Personnel – Step 4 Grievance Deliberations (Grievance #1), Grievant: Taryn Schrager – Culture, Parks and Recreation Employee Represented by CSEA**

Tabled to next meeting.

9) **Step 4 Grievance Decision (Grievance #1), Grievant: Taryn Schrager – Culture, Parks and Recreation Employee Represented by CSEA**

Tabled to next meeting.

10) **Step 4 Grievance Hearing (Grievance #2), Grievant: Taryn Schrager – Culture, Parks and Recreation Employee Represented by CSEA**

Tabled to next meeting.

11) **Executive Session – Personnel – Step 4 Grievance Deliberations (Grievance #2), Grievant: Taryn Schrager – Culture, Parks and Recreation Employee Represented by CSEA**

Tabled to next meeting.

12) **Step 4 Grievance Decision (Grievance #2), Grievant: Taryn Schrager – Culture, Parks and Recreation Employee Represented by CSEA**

Tabled to next meeting.

13) Library Job Descriptions

Tabled to next meeting.

14) First Selectmen's Stipend Evaluation

Tabled to next meeting.

15) Approval of Minutes

The minutes of the July 11, 2019 meeting were approved by consensus.

The meeting adjourned at 9:10am.

Respectfully Submitted,
Maria E. Capriola
Town Manager