

**SOUTH HADLEY ELECTRIC LIGHT DEPARTMENT
BOARD OF COMMISSIONERS EXECUTIVE SESSION VIRTUAL MEETING
MAY 30, 2024, AT 5:00 P.M.**

Present for Board: Chair John Hine, Vice Chair Paul Dobosh, Ron Couto, Tom Terry
Kurt Schenker (arrived 5:02)

Additional Attendees for SHELD: Sean Fitzgerald, General Manager, Michael Conchieri,
Financial Manager, Director of Operations Adam St. Martin, Administrative Services Specialist
Kim Mendoza

The open session of the virtual meeting was called to order by Chair John Hine at 5:00 P.M.
followed by a motion to move into Executive Session to discuss strategy with respect to
collective bargaining with IBEW 455 and to reconvene in open session at approximately 6:00
PM (see open session minutes for vote).

Mr. Fitzgerald stated SHELD Management, Legal Counsel and the IBEW conducted meetings in
March, April and May for contract negotiations. Proposals from each side were exchanged and
there is a final proposal that both Management and the IBEW believe to be mutually agreeable.
He outlined management's recommendations for the three-year Collective Bargaining
Agreement (CBA) beginning in July 1, 2024 through June 30, 2027.

Significant Changes: Annual Increases of 4%, 4%, 4% due to the increased inflation rate over the
last three years, ½ hour paid lunch time (workday 7:00 to 3:00) which eliminates pre and post
lunch mobilization issues and time, increase in vacation to 3 weeks after 2 years and 1 day each
year after five years through year 9 to be more in line with industry standards, two half day
holidays converted to full day (Xmas Eve and New Year's Eve), and GPS to be installed on all
vehicles for operational safety. Mr. Conchieri also explained that three positions would also get
an equity adjustment because they are below the average pay rate of other municipals in our area
for the same job.

Mr. Fitzgerald explained that the financial impact of the contract would not increase electric
rates. SHELD has a good crew, and we want to retain them and keep them from leaving to go to
another utility, especially after investing 4 years of training in apprentices.


Board members asked some basic questions around increases this time compared to the last three
years, staffing numbers, and any other asks from the union. Mr. Hine asked Mr. Fitzgerald
where the negotiations are currently in the contract process. He said that if the Board agrees to
the terms, then it would go to the IBEW for a vote.

Mr. Hine asked for a motion, to know where the Board stood, before voting in open session.

On a motion by Mr. Schenker, seconded by Mr. Dobosh, it was unanimously VOTED: To approve management's position as presented in executive session regarding the CBA for IBEW 455, by a roll call vote: Mr. Dobosh-aye, Mr. Schenker-aye, Mr. Terry-aye, Mr. Coutu-aye, Mr. Hine-aye.

On a motion by Mr. Schenker, seconded by Mr. Coutu, it was unanimously VOTED: To adjourn the executive session and return to the open session at 6:00PM, by a roll call vote: Mr. Terry-aye, Mr. Dobosh-aye, Mr. Coutu-aye, Mr. Schenker-aye, Mr. Hine-aye.

The Executive Session ended at 5:29 PM.

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Ron Coutu, Light Board Clerk

Approved: June 27, 2024