

Commissioners
Robert E. Corey
William L. Morin
Chairman - William "Zee" Zielinski

Michael Sheu
Superintendent

John M. Hudzik
Field Service Manager
Primary Distribution Operator

Debra H. Vinal
Treasurer

MINUTES

DWSD BYLAW SUBCOMMITTEE

FEBRUARY 13, 2019

The meeting was called to order at 5:35 PM

PRESENT:

Commissioners William "Zee" Zielinski/Chairman, Robert E. Corey/Vice-Chairman, and William L. Morin. Superintendent Michael K. Sheu, Field Services Manager John Hudzik, District Counsel Arthur C. Sullivan Jr. and Roland L. Milliard, and Recording Secretary Jayne Boissonneault.

MINUTES:

Commissioner Corey made a motion to accept the Bylaw Subcommittee Minutes of October 24, 2019 as presented. Seconded by Commissioner Morin. Motion passed unanimously.

DISCUSSION:

District Counsel Arthur Sullivan stated there is not enough time between now and the last date to submit Warrant Articles for Annual Meeting to propose major changes for the Warrant, as District Counsel and the Commissioners would like KP Law to review any proposed changes.

Attorney Sullivan stated the Bylaw Subcommittee had planned to begin page by page, reviewing whether or not the Board of Commissioners like the Bylaw as it exists, or want some sections of the Bylaw to be changed to policy.

Superintendent Michael Sheu pointed out that the District's Personnel Bylaw is not really set up for the water industry. The current Personnel Bylaw does not address people being on call, and several other points, i.e., calling in prior to and/or after a holiday. Mr. Sheu suggested the District adopt some sections from the collective bargaining agreement between the Commonwealth of MA and MA Organization of State Engineers & Scientists, copy of which was provided to the Subcommittee (attached).

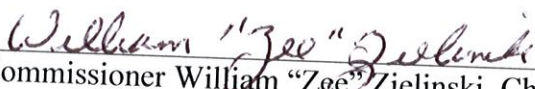
Discussion ensued regarding defining hourly vs. salaried employees, and how employees currently earn and use comp time. Attorney Sullivan informed the Board, for example, the law states an employer cannot randomly make someone a salaried employee just to avoid paying overtime. Attorney Milliard stated that at some point he recalls discussion regarding requiring approval prior to any employee earning comp time.

All agreed one of the first projects Kelley Chasse, as Office and HR Manager, should work on is creating a written comp time policy. Mr. Sheu informed the Board he had not yet presented Kelley with the official job offer as he was away, and that with the Board's approval, will provide Kelley with official notice beginning on Monday, February 18th.

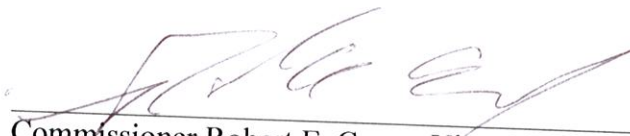
Chairman Zielinski asked that all Subcommittee members review the Bylaw, highlighting each area they would like to change, and to be prepared to methodically review those proposed changes, page by page, at the next Bylaw Subcommittee meeting.

Chairman Zielinski announced the Bylaw Subcommittee will meet again on Wednesday, February 27, 2019 at 5:30 PM.

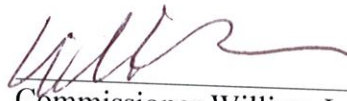
Commissioner Corey made a motion to adjourn the meeting at 6:29 PM. Seconded by Commissioner Morin. Motion passed unanimously.



Commissioner William "Zee" Zielinski, Chairman



Commissioner Robert E. Corey, Vice-Chairman



Commissioner William L. Morin