

Pepperell Fire Department
Board of Fire Engineers

38 Park Street
6:29 PM

Attendance: Toby, Peter, John and Milt, Sue

4/11/2016 - Minutes

1. Discuss Personnel Issue Which May Go Into Executive Session
N/A

2. Discussion Of March 1, 2016 Personnel Vote

The Engineers met to review and discuss the March 31, 2016 letter sent to Mark Andrews by Benjamin Simmons, President Pepperell Firefighter Local 5018, as Jean Taubert's designated representative.

For the record it was noted that the town has incurred costs with the need to have legal counsel involved.

The following comments were made in response to statements in the letter:

With respect to being told a grievance would be filed, Toby had advised them they would need to come to the BOE first since they did not have a ratified contract. If they were not satisfied with the BOE's decision, they could then go to the Town Administrator.

With respect to "we went from zero to suspension", Milt said this was in the form of a question, not a statement. He was concerned about the obvious insubordination and was questioning how they had gotten to this point.

With respect to Ben and Andrew asking for a copy of the Board's decision, Toby said Mark Andrews advised him not to give it to them as they did not have a ratified contract. The BOE's written decision was sent to Jean via Certified Mail. The letter was delivered on March 17, 2016.

With respect to the statement "My understanding in talking with a few of the board members was that the decision was made to allow the grievance to proceed to the next step", Toby asked the Engineers individually if they had spoken with Ben. Peter, John and Milt said they did not speak with him and Toby stated he did not either.

With respect to the statement that there was "no progressive discipline", Toby said he verbally asked Jean to make the calls on three different occasions - the first two times she said "no, write me up" and on the third occasion she said "no" and walked out. Toby said Ben heard all the conversation the third time it happened.

Toby moved the Board of Fire Engineers uphold their vote taken on March 1, 2016 which upheld P5's suspension.

Seconded by John

SO VOTED BY ROLL CALL

In Favor: Toby, Peter, John, Milt

Toby also received a letter dated March 31, 2016 from Ben Simmons advising him that P5's request for short-term disability has been denied.

3. Any Other Items That May Come Before The Board

Toby received an apology from F89.

The JAWS are on Rescue and should be used during Company training.

4. Adjournment

The meeting adjourned 6:50 PM