

**LOWELL HOUSING AUTHORITY MEETING MINUTES OF A
SPECIAL MEETING (VIRTUAL) SCHEDULED HELD ON
TUESDAY, SEPTEMBER 22, 2020 AT 4:00 PM**

The meeting was called to order at **4:00 p.m.** by Chairman Shea. Upon direction of the Chairperson, the Secretary called the roll of membership which resulted as follows:

Present: Chairperson Shea, Commissioner Bernes, Commissioner Howard, Commissioner Marr, Vice Chairperson McMahon

Chairperson Shea provided the following direction following the roll of membership:

This Lowell Housing Authority meeting is being held remotely in accordance with the Governor of Massachusetts' March 10, 2020 order suspending certain provisions of the open meeting law G.L. c.30A, Section 18 and Section 20

There will be no public participation in the meeting; however, the public may view and listen to the meeting via our website at www.lhma.org under "Board Meeting Minutes and Agendas"

A transcript of this meeting will be made available at www.lhma.org when available.

Chairperson Shea recognized Attorney Kevin Murphy to speak to holding a meeting virtually as opposed to having in-person meeting.

1. REPORT OF THE CHAIR

None

2. REPORT OF THE EXECUTIVE DIRECTOR

Mr. Wallace reported offered thanks to Brian Cassidy, Donald McGillicuddy and Adam Garvey the agency was able to come to unanimous decision on the agreement before the Board. Mr. Wallace also thanked Chairperson Shea for calling this Special Meeting before October 1st.

2.1.1 MOTION TO RATIFY THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE LOWELL HOUSING AUTHORITY AND LOCAL UNION 115 OF THE INTERNATIONAL UNION OF PUBLIC EMPLOYEES FOR THE THREE-YEAR PERIOD, OCTOBER 1, 2020-SEPTEMBER 30, 2023

Chairperson Shea asked if a roll call vote would be had on each of the changes in the contract. Mr. Wallace explained that a roll call vote will be held to vote on the agreement in its entirety. Attorney Murphy explained that he will discuss each of the changes in turn.

Attorney Murphy explained that the contract is for three years from 2020-2023. On each year of the contract, all job classifications will be receiving a 2% cost of living adjustment. In addition to the 2% living adjustments, members will be receiving a clothing allowance. In year one of the contract, each member will receive \$600 uniform allowance, and in year's two and three will receive \$300. The Housing Authority will procure the vendor to supply the uniforms.

Each member will also receive a work boot allowance in the amount of \$175 which will be paid upon receipt of purchase from a bargaining member.

The personal leave section of the bargaining agreement. Each member upon hire will receive two personal leave days. On each contract year on October 1st, any member with a sick leave balance of at least 80 hours should receive 3 personal days. In addition, any member with at least 40 hours will receive one personal day. The agency has also struck language that employees with less than 10 hours will not be eligible for personal leave.

Management will be determining the appropriate number of training hours along with the union.

The housing authority has requested that the morning breaks be from 9:00-9:15 am and 3:00-3:15 pm. With respect to "skeleton crews" any member that must remain working will receive 1.5 times the hourly pay. The agency is also implementing a mobile workorder technology.

Commissioner Marr asked if all of the changes have been reviewed by Local 115 and have been approved. Mr. Wallace reported that all changes have been reviewed and approved.

Commissioner Howard referenced Article 2 Sec. 2.1, with respect to an October 1, 2008 date on the contract. Mr. Garvey explained that the October 1, 2008 date is a historical date for the contract. Commissioner Marr asked if the date is related to a vested period for members. Mr. Garvey explained that there is a vested period of 30 days. The waiting period was made effective on October 1, 2008. The line should read "all employees on or after October 1, 2008". Mr. Wallace indicated that the change will be made.

Chairperson Shea asked that since the contract has been altered would a roll call vote be required to approve this amendment. Attorney Murphy reported that the Board can vote on the contract as it stands and will consult with the union to agree upon the change. If there are any additional changes to be made the agency can bring the changes forward at a future Board meeting.

Chairperson Shea asked that Attorney Murphy explain the hours of work for holiday pay in Article 8 and Article 9. Attorney Murphy reiterates "skeleton crew" compensation.

Chairperson Shea referenced Article 31 with respect to the Management Committee. Chairperson Shea asked if the Chairperson of the Personnel Subcommittee be appointed to serve on the Management Committee. Mr. Wallace explained that the Union had requested the members, and this committee is available to meet at a moment's notice. It is best served by having the members currently on the Committee remain on the Committee to address immediate issues. Commissioner Marr agreed with Mr. Wallace that issues be handled in-house.

Chairperson Shea applauds the collective bargaining agreement between the Lowell Housing Authority and Union 115. He commended Chief Operating Officer, Adam Garvey, and Executive Director, Gary Wallace. Vice Chairperson McMahon echoed the comments of Chairperson Shea and commends the work of leadership and the maintenance staff. Chairperson Shea also thanked Commissioner Matt Marr for his efforts and activity with the Union.

A motion was made by Vice Chairperson McMahon and seconded by Commissioner Marr

A roll call vote was held with the following results:

Yeas: Chairperson Shea, Commissioner Bernes, Commissioner Howard, Commissioner Marr, Vice Chairperson McMahon

3. OLD BUSINESS

None

4. NEW BUSINESS

Commissioner Marr mentioned that he continues to solicit donations for the Lowell Housing Authority's nonprofit affiliate, the Lowell Youth Activities Program, Inc.

(a) MOTIONS OF THE BOARD MEMBERS

(b) EXECUTIVE DIRECTOR ANNOUNCEMENTS

5. MOTION TO ADJOURN

A motion was made by Vice Chairperson McMahon and seconded by Commissioner Marr

A roll call vote was held with the following results:

Yeas: Chairperson Shea, Commissioner Bernes, Commissioner Howard, Commissioner Marr, Vice Chairperson McMahon