

**Personnel Committee  
Monday, December 16, 2013  
Conference Room B, Beck Municipal Building**

**Minutes**

Members Present: Toni Moran (Chair), Alex Marcellino, Elizabeth Wassmundt

Other Council Members Present: Paul Shapiro, Bill Ryan

Staff/Guests Present: Maria Capriola, Matthew Hart, Ken Weinstock (Labor Counsel)

The meeting was called to order at 6:00pm.

**1. PUBLIC COMMENT**

None.

**2. MINUTES**

The minutes of November 18, 2013 were moved by Marcellino and seconded by Wassmundt. The minutes were unanimously approved as presented.

**3. TOWN ATTORNEY RFQ**

A draft timeline and process for the Town Attorney RFQ were reviewed. Topics of discussion included: details of the RFQ; interview questions for firms; reference checks for finalists; and distribution of the RFQ. By consensus, the Committee agreed to move forward with the process as discussed.

**4. FY 13-14 NON-UNION COMPENSATION**

Wassmundt made the motion, seconded by Marcellino to table this agenda item to a future meeting.

**5. MERA AND COLLECTIVE BARGAINING IN MANSFIELD**

Attorney Ken Weinstock provided an overview of the Municipal Employee Relations Act (MERA) and how it applies to collective bargaining in Mansfield. The following was reviewed:

- MERA concepts
- Excluded positions
- Differences between public and private sector organizing rights
- State Board of Labor Relations (SBLR)
- Prohibited practices
- Bargaining in good faith
- State Board of Mediation and Arbitration (SBMA)
- Mediation and arbitration process
- Mandatory, permissive, and illegal subjects of bargaining
- Negotiation strategies
- Contract mediation
- Interest arbitration

The meeting adjourned at 7:43pm. Following adjournment per CGS Section 1-200(2) Council members and staff in attendance met to discuss strategy and negotiations with respect to collective bargaining for units represented by CSEA.

Respectfully submitted,  
Maria E. Capriola, Assistant Town Manager, Town of Mansfield