

Mount Pocono Borough Council 8/23/19 Work Session NT

<u>Time Mark</u>	<u>Description</u>	<u>Manual Section/Notes</u>
0:00:00	No roll call on tape	
0:02:05	AM reads Management Authority	
	CW reads FT/PT Description	§102
0:05:50	CW: 'one of the reasons for this is why we are having this thing I had a meeting with Jim and I think Dennis we had a meeting with you about this'	§102
	LN: If this is about a specific employee, should it be in a public meeting?	
0:06:17	CW: 'We'll take it off we will make that correction'	
0:06:20	AM: wants to preclude permanent per time employees from receiving benefits.	§102.B
0:07:30	AM repeats intention.	
0:08:04	LN point out that Ollie will lose benefits CW That's right anyone who is part time	
0:08:15	LN Ollie has been here 20 years part time CW Then he would be grandfathered LN No that's not the way it works	
0:08:35	FO: Federal law says part timers are not permitted benefits	
0:09:06	AM Then we will exempt Ollie by vote	
0:09:19	CW (If part time is excluded) it would not just be Ollie it would also be Dennis AM He was hired as full time CW We have to take Dennis into exec session after this	
0:09:37	SSK I have same suggestion as AW	

0:09:51 FO You have a problem with Ollie if you do that

CW We'll ask the solicitor

AM All employees that were hired as a part time employee with benefits would then be grandfathered in if that change is made if allowed to be made when we speak to the solicitor

0:10:54 LN Points out that all changes they are making throughout the handbook are going to apply automatically to all employees.

0:11:20 AM (interrupting LN) this is going to be a question for the solicitor. We can move on

0:11:55 CW reads Probation period section §103

0:12:29 After CW reads part that says "After the three month period . . . employee will be given health benes" AM says "after the 90 day period let's make sure we write that in there because it does say that" §103 B

0:14:25 AM adds probationary period for seasonal or temporary positions to 103.B

0:16:00 AM starts reading §104 §104

0:16:45 AM reading §105 asks "have we paid anyone on a fee basis, I am just asking because I don't know if we have" §105

0:18:15 AM reads WC sec 105D §105D

LN Q we should ask solicitor about this.

FO State Law

LN Period of time, when someone is hurt WC normally kicks in within 3 days. During that time we pay until it kicks in. This says we pay up to two mos

AM What if there is a debate about their claim it might be in dispute.

LN You're okay with paying during a dispute?

CW He has reviewed it

0:20:37 CW We will make the recommendation that solicitor look through entire personnel manual the week before changes take place

0:21:33 They are arguing over what constitutes a WC injury

0:24:21 AM: One day we might not have a decent policy. Or we might have a carrier that fights claims. One pay period is sufficient to iron out claims

0:27:21 Vac & Pers Days §105E

AM We did this in MPMA.

CW I have a problem (AM Interrupts)

AM Wants to make it clear that vacation days are not earned in first year until after one year of employment, same with subsequent increases.

0:31:15 DC shows up

0:32:22 LN Office staff reports to Council President, others to committee chair (eg streets go to Fran) §105E4

AM Need to explicitly state submission of vacation requests be in writing

0:33:56 LN Q on use them or lose them. If you change the award of vacations to anniversary, and someone is hired late in year, they have to use them by Jan 1? §105E5

Vacations do not carry over

CW/AM They have to use them by next anniversary date

0:35:00 “Employees may not take back-to-back vacation from one calendar year to the next to accrue extended vacation.” §105E5

LN This no longer applies (CW/AM agree)

0:37:08 Accrual discussion §105E5

AM Use it or lose it, so you can’t take it in pay

0:37:50 AM Termination of employment §105E6

AM asks someone to explain proration. Wants it re-written to include the definition with the word

0:37:55 Holidays discussion

CW go back to 105E2
After two years you get 10 vacation days plus 2 personal.
Thinks waiting to 7th year for more days is too long.

0:41:45 LN So Ron, hired in June 2019, he won't be entitled to his vacation and personal days until June 2020.

0:43:55 **CW Reduce vacation days after two years from 10 to 7**

AM Then give two per year after that, max out at 20

CW After 2 years you shouldn't be jumping from 5 to 10, make it 7 and leave the rest of the policy the way it is

AM They are also getting ten holidays plus two personal days.
Starts talking about floating days.

AM MLK day isn't a real holiday most businesses open

0:49:15 LN After 2 years, 7 days, then each year after two days

CW yes

AM goes back to one additional day each year

CW seems confused on what she wants

CW Two years on job they haven't invested themselves in the job

AM They go up one day per year except that second anniversary

0:52:19 LN The people this will affect the most is Craig

LN On the Holidays the employees have worked Veterans Day and taken the day after thanksgiving off

SSK Thinks Federal Holidays are mandatory for employers

AM Suggestion change Vet Day to day after Thanksgiving

0:56:40 AM It doesn't make sense to allow sick leave to be used during the §105G Sick Leave probationary period

CW right

AM if you get a boo boo you're not being paid

CW Strike probationary period sick leave and they get every two months they get one sick day

AM Accumulation of sick leave to 60 days is excessive; 30 days should be the max

FO It takes ten years to get that much

AM And what if they take that sick leave

LN I lose my 6 days every year and I have max accumulated

0:59:50 AM Don't pay accum sick leave §105G5 Sick Leave

LN What about Jim, me, Diana, who have all been here decades, we've saved our sick time, been dedicated employee, we don't get that time?

AM pay them at 50%

SSK Law is you have to be paid vacation days not sick days

1:03:33 FO, DC, AM, SSK agree that people have earned unused sick days.

AM wants to pay sick leave for people that retire but not for people who don't.

1 : 0 5 : 0 0 AM: Suggests employees get 50% of their sick leave with a max of 60 days (so 30 days max sick days).

DC: People have earned those days, they are entitled to get paid

1 : 0 8 : 0 5 DC: How do we know if we can afford to pay this sick time?

AM: Ok nevermind but I still think people should get 50% of them.

1 : 0 8 : 5 0 SSK: Do we have to read through all of this? I already read this.

1 : 1 0 : 0 0 LN: Brings up Sick day/Holiday pay issue.
 AM/CW: Taking a sick day before or after a Holiday will forfeit Holiday pay.
 CW Doesn't matter if they are actually sick and can produce a doctor's note

1 : 1 1 : 4 0 FO: Why would you pay bereavement pay for a person just living with you? (he wants it to just be spouses and immediate family members.

Everyone: No Fran.

CW They have to show proof that its their partner

01:15:15 AM Unpaid leave doesn't affect us so who cares

1 : 1 7 : 0 0 Everyone notices that J.6 should be under K.

1 : 1 8 : 2 0 FO: reads the MPMA Health Care waiver compensation. J.6 (should be K)
 AM: talks over.
 AM: Explains the MPMA plan.

1 : 2 1 : 2 0 FO: Doesn't understand.
 AM: Talks over.
 MOser: Explains it all properly.

1 : 2 3 : 0 0 LN: PMRP also pays it's employees 50% of their health insurance premium if they opt out.
 AM: We're not the PMRP

1 : 2 4 : 0 0 SSK: Why we have to pay anything?

1 : 2 5 : 0 0 AM: I get this benefit because I opted out but I get it as a higher salary.

1 : 2 6 : 2 9 CW: We would save money if we eliminated this.
 SSK: agrees.
 AM: is ok with paying out 50% as long as it's based on single user vs family.

1 : 2 7 : 5 4 Moser: Corrects them all on how the MPMA waiver works

1 : 2 8 : 4 4 DC: this waiver is a waste of money!!
CW, DC, SSK, FO, all want the policy eliminated.
AM is still onboard,
FO might be ok with 30% similar to the MPMA.

1 : 3 0 : 4 8 **We have one employee that takes the waiver**
LN You could lose (that employee)
CW So be it

1 : 3 1 : 1 8 **They come to a CONSENSUS that they'll remove the policy.**

1 : 3 3 : 1 0 AM: wants a punch in clock. 106

1 : 3 5 : 3 3 AM: wants this installed by 010120. Because we're having budget issues.

1 : 3 6 : 4 9 AM: Wants two biometric punch clocks.

1 : 3 7 : 5 4 AM: wants this budgeted for 2020

1 : 4 0 : 0 0 ?: Two hours into meeting, on page 5 of 15 A.1

SSK This is at will state so we can fire anytime
AM has a lot of notes on this issue but she left them in her office.
SSK they want this to go on at the next meeting.

1 : 4 1 : 0 0 AM Office hours 8 to 4

1:42:15 CW People don't come to work at these times; I know Diane does.

CW Diana is one of those people who get here on time
AM Objects to people coming early to work off the clock
CW Starts at 830 ends at 430

1:45:05 AM They have to punch out for lunch

1:47:30 CW Objects to Lori working late every night (?)
Everyone talking over everyone else (not following RR)

1:48:45 AM I am confused about salaried employees, where's the accountability
FO They get their work done, that's where

1:53:00 LN so I put in 11 hours Monday, today 10 hours

AM (interrupting) Your supposed to be here at 830 no matter how many hours you put in

CW You have to get approval before adjusting time

AM There has to be an approval process for them coming in early or late

CW I am running around the borrow every morning

CW Jim will text me every morning that I am here, you text me when you come in

CW you have to ask every time for adjustment

2:03:15 AM There has to be something in here about salaried employees

DC What about inclement weather

Miscellaneous, non-sequitur conversation, multiple people talking over one another, much gibberish

AM Objects because Lori gets paid when we close when hourly employees don't

FO explains how it works with exempt employees on salary

2:09:10 More disjointed conversations, talking over one another

2:12:25 CW Were setting the next meeting without all council here
FO Pick a day and advertise

2:13:40 AM Vote on what we have gone through at next meeting

2:15:00

AM We're not voting on anything on the 3rd

AM Pick a date without consulting Tom or Matt

CW Thursday

LN I don't know I can get it advertised on time

More people talking over one another, not following RR

AM So the 29th anytime after 4

CW so 5