

**TRUSTEES OF FORBES LIBRARY**  
**Executive Session of June 15, 2017**

**Present:** Mr. Carrier, Ms. Downing, Ms. Hess, Ms. Reall, Ms. Sheirer, Mr. Twarog, Ms. Wight.

**Forbes Library Employee Association Contract Negotiation and Legal Matter**

At 6:15 PM, Ms. Reall moved that the Trustees go into executive session to discuss contract negotiations with FLEA because negotiation in open session would be detrimental to the library's bargaining position, and the lawsuit between Forbes and the City of Northampton because discussion in open session would be detrimental to the Trustees' litigating position. Ms. Hess seconded the motion, which was passed unanimously, with Mr. Carrier, Ms. Hess, Ms. Reall, Mr. Twarog, and Ms. Wight all voting in favor. The Trustees invited Ms. Downing and Ms. Sheirer to remain as guests at the executive session. Ms. Fagan and Mr. Gaffney left the meeting at 6:15 PM. Mr. Carrier, Ms. Downing, Ms. Hess, Ms. Reall, Ms. Sheirer, Mr. Twarog, and Ms. Wight were present during the executive session. No votes were taken during the executive session.

**Forbes Library Employee Association (FLEA) Contract Negotiations**

Ms. Downing distributed a list of recommendations for the FY18 contract negotiations with FLEA including a 1.5% contractual wage increase. Due to state law, employees who receive additional pay for extra hours will now need to sign up for the library's 457 plan. These hours cannot be counted towards regular retirement. Because of rounding issues, there have been some discrepancies in the salaries of employees at the top of their pay grades. Ms. Downing proposed that when someone reaches the final step in a grade level, his/her hourly salary will be adjusted upward if needed to match the highest FLEA member at that grade. To help the library budget for sick leave payouts, FLEA members will be asked to give as much advance notice as possible of impending retirements. A meeting with FLEA will be scheduled to discuss the contract negotiations.

**Legal Matter**

Mr. Carrier said that the agreement signed by Forbes and the City of Northampton was filed in Probate Court. The Judge in the case has requested a hearing to review the agreement with the parties involved and the Attorney General, likely at the end of June. The case is moving along, and Mr. Carrier will keep the Trustees updated.

At 6:21 PM, Ms. Hess moved that the executive session be ended and the regular meeting reconvened. Ms. Wight seconded the motion, which was passed unanimously, with Mr. Carrier, Ms. Hess, Ms. Reall, Mr. Twarog, and Ms. Wight all voting in favor.