



M.O.S.E.S.  
BOARD OF DIRECTORS MEETING  
Tuesday, December 12, 2023

The Villa Rose, Ludlow  
and remote via Zoom video conferencing

President Russell called the meeting to order at 10:13 a.m. This was the 45th board meeting using a hybrid in-person/remote meeting format.

Mr. Forgione, Mr. Mulvey and Mr. Spinale were not present at this meeting.

President Russell appointed Mr. Dorant as the On-line Sergeant at arms, Mr. DelVento as the In-person Sergeant at arms and MOSES Attorney Ms. Costanzo as Parliamentarian.

The Board of Directors meeting minutes from the November 14, 2023 meeting were read.

MOTION by [REDACTED] to accept the Board of Directors meeting minutes as amended that PASSED.

The General Membership meeting minutes from the November 14, 2023 meeting were read.

The Treasurer's report for November 2023 was presented by Treasurer Leger.

MOTION by [REDACTED] to accept the Treasurer's report that PASSED.

The following committee reports were given;

Commonwealth Collective Bargaining – Mr. Bardzik and Ms. Leger, Co-Chair

MassDOT Collective Bargaining - Mr. Bondeson and Mr. DelVento, Co-Chairs

MWRA Collective Bargaining – President Russell, Chair

Legislative Committee – Mr. Dorant, Chair

Health and Welfare Trust and Health Care Mitigation – Mr. Galvin and Ms. Leger, MOSES  
Co-Chairs

Goodwill Committee – Mr. Bardzik, Chair

Meeting Location Committee – Ms. Davison, Chair

Recreation Committee – Mr. Telemaque, Chair

Grievance Committee – Ms. Costanzo, MOSES Attorney

GIC Insurance Committee – Mr. McCullough

MOTION by [REDACTED] to go into executive session to discuss personnel issues that PASSED.

The Board went into executive session from 2:03 PM to 2:57 PM.

Ms. Constanzo left the room.

The public outcomes from the executive session are as follows;

MOTION (20231212-EX1) to approve holiday bonuses for non-CARE employees in the amount of \$2,500 in the aggregate to be distributed at the discretion of the President to Susan Mariano, Bob Danilecki and Chris Bresnahan.

MOTION PASSED UNANIMOUSLY

MOTION (20231212-EX2) by to take the recommendation of the Wage equity committee and provide a 4% pay raise to non-CARE employees effective the first pay period in January 2024.

MOTION PASSED

MOTION (20231212-EX3) by to authorize the President to hire a person as union membership outreach coordinator with a salary range between \$60,000 and \$75,000 per year.

MOTION PASSED UNANIMOUSLY

President Russell gave his administrative report.

OLD BUSINESS: None

NEW BUSINESS:

MOTION (20231212-1) by [REDACTED] to donate \$1,000 from the approved Legislative budget to Governor Maura Healy.

MOTION PASSED UNANIMOUSLY

MOTION (20231212 - 2) by [REDACTED] to amend the *Policy for Reimbursement for Travel and Overnight Expense Reimbursement* dated April 2017 by adding to current policy the language that when a single day meeting is held in the Boston office the distance requirement for overnight reimbursement is 75 miles.

MOTION is ruled out of order by the President. Motion to go to the Wage Equity committee for review of impacts and costs.

GOOD OF THE ORDER

Ms. Richmond asked members to keep DCAMM member Tom Forde in their thoughts and prayers due to a bout of staph infection after a recent surgery.

Mr. Dorant noted there are new member packets available for those who need them.

Mr. Epstein noted in 2008 WalMart employees filed a class action suit initiated against the company for not paying overtime and people not being able to take breaks. They were awarded between \$320-640 million depending on the number of people in the class.

President Russell asked members to think of your families this holiday season, and thanked Joe Dorant for spending a lot of time at the legislature watching over the pay raise legislation.

Mr. Gottshall noted the original religious significance of this holiday season, and noted we are in the fourth day of Hanukkah. Think about peace throughout the world.

MOTION by [REDACTED] to adjourn that PASSED.

The meeting was adjourned at 4:22 p.m.

Respectfully submitted,

Allen Bondeson,  
MOSES Secretary