**Bylaws Committee Meeting**

**October 17, 2019**

Members in Attendance: Jonathan Meindersma, Sarah Miles, Elaine Novia

Absent: Patrick Crowley, David Mercurio

Jonathan Meindersma, Chairman, called the meeting to order at 7:10 pm

First order of business: Discussion regarding the responsibility of the Committee to review all bylaws every five years. We need to begin this review. It was suggested that we schedule a meeting on November 19, 2019 to begin this process. Elaine Novia will email all members, coordinate the date and post the meeting.

Discussion on Warrant Articles – warrant attached for reference to each Article

Article 6 – the Bylaws committee does not weigh in on MGL acceptances

Article 12 – this Article speaks to gender inclusion. It does not actually address a bylaw so the committee does not weigh in on this. Article 13 goes on to address the bylaw impacted by this Article

Article 13 – Assuming Article 12 passes, it was moved (Sarah Miles) and seconded (Elaine Novia) to recommend the passage of Article 13 to update the language in Town’s General, Zoning and Personnel bylaws. Vote: Yea: 3, Nay 0. Bylaw Committee recommends passage of Article 13.

Article 14 – It was moved (Elaine Novia) and seconded (Sarah Miles) to recommend approval of Article 14. Discussion: The grievance procedure was updated in regard to how many days were allowed for original complaint.. Vote: Yea: 3 Bylaw Committee recommends passage of Article 14.

Article 15 - It was moved (Sarah Miles) seconded (Jonathan Meindersma) to recommend passage of Article 15. Discussion: Although wording is confusing/inaccurate, it was possible to conclude that the goal is to provide consistency to the number of personal hours available to part-time and fractional-time employees. Vote: Yea – 2, Nay – 0, Abstain 1. Bylaw Committee recommends passage of Article 15.

Article 16 – It was moved (Elaine Novia) and seconded (Sarah Miles) to recommend approval of Article 16. Discussion: Union contract addresses this issue. Vote: Yea: 3, Nay, 0. Bylaws committee recommends passage of Article 16.

Article 17 – It was moved (Sarah Miles) and seconded (Jonathan Meindersma) to NOT recommend approval of Article 17. Discussion: with little knowledge of rules and procedures/protocol of Emergence Fire Personnel, it was suggested that we cannot recommend approval or denial of this Article. One member believes FLSA guidelines endorses or allows the town to regulate in this way. Vote: Yea – 1, Nay- 2. Motion fails. The Bylaws Committee has no recommendation for Article 17.

Article 18 – It was moved (Elaine Novia) and seconded (Jonathan Meindersma) to recommend approval of Article 18. Discussion: This change in wording makes sense in changing the wording to reflect that the Emergency Fire Personnel work on a 24-hour day. Vote: Yea – 3, Nay- 0. Bylaw Committee recommends passage of Article 18.

Article 19 – It was moved (Sarah Miles) and seconded (Jonathan Meindersma) to recommend approval of Article 19. Discussion: Removing the words, “full-time” conforms with Union Contract. Vote: Yea- 3, Nay-0. Bylaw Committee recommends passage of Article 19.

Article 20 – It was moved (Sarah Miles) and seconded (Jonathan Meindersma) to recommend approval of Article 20. Discussion: removing the word “weekends” reflects the working days of Per Diem employees. Vote: Yea – 3, Nay-0. Bylaws Committee recommends approval of Article 20.

Article 21 – It was moved (Sarah Miles) and seconded (Jonathan Meindersma) to recommend approval of Article 21. Discussion: taking out outdated words. Vote: Yea-3, Nay-0. Bylaws Committee recommends approval of Article 21.

Article 22 – It was moved (Sarah Miles) and seconded (Elaine Novia) to recommend approval of Article 22. Discussion: Planning Board has researched and addressed this request by land-owner and the abutter and have voted to approve. Sarah explained the property in question and the work that has been done by the Planning Board. Vote: Yea-3, Nay-0. Bylaws Committee recommends approval of Article 22

It was agreed that Sarah Miles would express the recommendations of the Bylaw Committee at Town Meeting on Monday, October 21, 2019.

We discussed future meeting dates for 2020 and need to mindful of certain dates when we cannot meet: May 14 and May 16. It would be beneficial to meet in late April for May 18, 2020 Town Meeting.

Meeting Adjourned at 8:10.

Respectfully Submitted:

Elaine S. Novia

October 18, 2019