



OFFICIAL MINUTES OF:

Meeting of:	Personnel Committee
Date:	September 29, 2004
Time:	10:00 a.m.

MEMBERS PRESENT

Vincent J. Mesoella, Chairman
Angelo Rotella, Vice Chairman
Paul Pinault
Bruce Campbell
Michael Salvatore
John MacQueen
Laurie Kijak Personnel Chair

MEMBERS ABSENT

STAFF AND GUESTS PRESENT

Ray Marshall, NBC
Karen Giebink, NBC
Joanne Maceroni, NBC
Tom Brueckner, NBC
Francie Brown, NBC
Diane Buerger, NBC
Maureen Gurghigian, FSC
Tammy Nuovo, BFMM

Jamie Samons, NBC
Jean-Marie Grossi, NBC
Leah Foster, NBC
Rich Bernier, NBC
Brenda Smith, NBC
Laurie Horridge, NBC
Stephen Maceroni, FSC
Paul Frechette, BFMM

1. Call to Order

Recognizing a quorum, Chair Kijak called the September 29, 2004 Personnel Committee meeting to order at 10:15 a.m.

2. Approval of Minutes – June 16, 2004

Chair Kijak asked if all Committee members had an opportunity to review the minutes of the June 16, 2004 Personnel Committee meeting. Commissioner Rotella motioned to approve the minutes of the June 16, 2004 Personnel Committee meeting as written. Commissioner Salvatore seconded the motion, and the vote taken by the Committee was unanimous. The motion carries.

3. **Items for Action:**

A. *Amendments to Organizational Plan*

Mr. Pinault stated that the first item is outlined in a memo from Paul Nordstrom dated September 15, 2004, to the Personnel Committee. He noted that we currently have one of our lead mechanics on light duty; and, in addition, we have a long-term mechanic scheduled to retire in late-December. Meanwhile, the workload in the Field's Point Maintenance Section has increased. We presently have a vacant Operation I position (Grade D15). It is proposed that this vacant position be converted to a Mechanic position (Grade D18). It is expected that this new position will be filled from within the local. In addition, it is proposed that when the incumbent mechanic retires later this year, that this Mechanic position be converted back to an Operator I position. These changes should have no impact on the budget, but will help to keep up with the maintenance workload.

Mr. Pinault stated that the next item is also outlined in a memo from Paul Nordstrom dated September 23, 2004, to the Personnel Committee. He noted that we recently had The Employer's Association conduct job evaluations for several positions in the Field's Point Operations Division. Two of the employees were new to their position at the time the initial job evaluation was done several years ago. Since that time, both individuals have taken on more responsibility and have expanded their job duties. NBC's internal non-union job evaluation committee met and reviewed the changes, and concluded with the following changes:

- Upgrade and change the job title of the Control Systems Technician (Grade 6) to Assistant Control System Administrator (Grade 7);
- Upgrade and change the job title of the Facilities Engineering Technician (Grade 6) to Instrumentation Engineer (Grade 7).

Mr. Pinault stated that there is sufficient money in the budget to pay for these changes.

With no discussion, Commissioner Rotella motioned to approve the amendments to NBC's organizational plan. Commissioner Salvadore seconded the motion, and the vote taken by the Personnel Committee was unanimous. The motion carries.

4. **Other Business**

None.

5. **Adjournment**

With no further business to come before the Committee, Commissioner Rotella motioned to adjourn. Commissioner Salvadore seconded the motion, and the vote taken was unanimous. The meeting adjourned at 10:21 a.m.

Respectfully submitted,



Paul Pinault, *Secretary*