



TOWN OF ROCKLAND

Board of Selectmen

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Chairman:

Edward F. Kimball
Vice Chairman:
Lawrence J. Chaffee

Selectmen:

Michael P. Johnson
Larry J. Ryan
Korey M. Welch

Town Administrator:

Allan R. Chiocca

Executive Assistant:

Mary B. Stewart

EXECUTIVE SESSION MINUTES of JUNE 16, 2014

**SELECTMEN'S MEETING
Monday June 16, 2014 @ 7 p.m.**

**H. BERNARD MONAHAN MEMORIAL ROOM
TOWN HALL, 242 UNION STREET
ROCKLAND, MASSACHUSETTS**

**NOTE: Mr. Ryan was not present for the entire Executive Session.
Open Session ended at 7:50 p.m.**

31. EXECUTIVE SESSION two grievances and non-union contracts

- G. TOR FD#1602-2014-2 Firefighter's Grievance**
- H. TOR FD#1602-2014-3 Firefighter's Grievance**

~Motion to go into executive session not to reconvene by Mr. Chaffee, 2nd by Mr. Welch passed by Roll Call Vote 4-0.

Present were Mr. Kimball Mr. Chaffee, Mr. Johnson and Mr. Welch. Also present were Fire Chief Duffey, Town Counsel Clifford and TA Chiocca.

Chairman Kimball called the Executive session to order.

G. TOR FD#1602-2014-2 Firefighter's Grievance

Chief Duffey and Attorney Clifford discussed the grievance from Lt. Erickson with the BOS. The BOS asked numerous questions regarding Chapter 111F.

Lt. Erickson, his Attorney Michael Savage, Union President T. Henderson and Captain Heaney were invited into the Executive Session. They presented their case and responded to questions from the BOS.

Attorney Savage presented previously un-submitted documents to the BOS regarding Mr. Erickson. There were un-decipherable hand-written parts of the submission and after additional discussion regarding both the late submissions and that they were undecipherable the BOS felt the information should be drafted into something they could read.

~MOTION to continue until the July 14th BOS meeting by Mr. Chaffee, 2nd by Mr. Welch passed by Roll Call vote 4-0.

Attorney Savage left the room.

H. TOR FD#1602-2014-3 Firefighter's Grievance

Lt. Erickson objected to the written warning placed in his file regarding improper wearing of his SCBA. He denied improperly wearing the equipment and claimed it was all a conspiracy.

Union President Henderson didn't debate the events which led to the letter but questioned the letter being placed in Lt. Erickson's file on the basis that a verbal warning was the appropriate discipline.

Chief Duffey explained that Lt Erickson had been previously verbally instructed and spoken to regarding the improper wearing of his SCBA. He also pointed out Mr. Erickson had recently attended an officers' meeting regarding proper wearing of the safety equipment. Despite both the previous verbal instructions and the class on proper procedure to wear the equipment Mr. Erickson did not adhere to instructions.

Lt. Erickson admitted that the proper use of safety equipment was covered at an officers' meeting while he was present. He denied that Capt. Heaney spoke to him about this same issue on December 5, 2013 during an incident at Jefferson School. He also denied that he was not properly wearing his SCBA equipment on the date of the Market Street incident, despite the statements by other officers to the contrary.

Prior to issuance of the letter Chief Duffey said he spoke with Captain Heaney and Deputy Chief Ferguson to confirm reports of improper wearing of the equipment. Chief Duffey stressed this situation could create a safety issue for Lt. Erickson and other firefighters as the SCBA worn properly may be used in a rescue if needed. Chief Duffey

also mentioned Lt. Erickson was not following department procedures while in the building on the day of the fire (also corroborated). Free-lancing cannot be tolerated and places other firefighters in potentially dangerous situations. Lt. Erickson's attitude, disrespect and disregard for superior officers and departmental procedure forced the issuance of the written warning.

~MOTION to deny Mr. Erickson's grievance by Mr. Chaffee, 2nd by Mr. Welch passed by Roll Call vote 4-0.

Chief Duffey, Union President T. Henderson, Captain Heaney, and Lt. Erickson left the room.

Non-Union Contract

TA Chiocca and Attorney Clifford updated the BOS regarding contract with the Executive Assistant in the BOS office.

~MOTION to come out of Executive Session and Adjourn by Mr. Chaffee, 2nd by Mr. Welch passed by Roll Call vote 4-0.

Meeting ended at 9:51 p.m.



Allan R. Chiocca
Town Administrator



Lawrence J. Chaffee, Vice Chairman
for the Rockland Board of Selectmen

The listings of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

Next scheduled BOS meeting July 14, 2014 @ 7 p.m.