



HINGHAM MUNICIPAL LIGHTING PLANT

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John P. Ryan, Chairman
Laura M. Burns, Secretary

REGULAR MEETING Executive Session HINGHAM MUNICIPAL LIGHT BOARD

February 23, 2022

Meeting Called to Order

An Executive session of the regular meeting of the Board of Commissioners of the Hingham Municipal Light Plant (HMLP) was called to order at approximately 0850 on Wednesday, February 23, 2022, via Zoom

Present:

Board Members: John P. Ryan, Chairman
Laura Burns, Secretary

HMLP: Tom Morahan, General Manager
Mark Fahey, Assistant General Manager

A discussion regarding the Union contract which expires on 3/31/22. Mr. Morahan stated that he and Mr. Fahey had met with the Local 369 Leadership team a couple of weeks ago. The Local is looking for a four-year contract. A four-year contract is not unusual and Local 369 has recently negotiated four-year contracts with Eversource and National Grid with a 3 % increases per year over 4-year period. The 3% increase per year is in-line with increases that have been negotiated with other Municipal Light Plants and Town Unions. Mr. Ryan indicated that this is a significant cost when you look at this compounded over 4 years. Ms. Burns suggested that given the inflation rate, 3% may not be that significant.

The board discussed the state of employee morale and a number of concerns that arose during the recent storms and overtime experiences. Some of the concerns were whether adequate numbers of employees were slated to work those events, how rest time was handled, and whether these work events were being handled differently from previous practice.

How rest time is handled, including accounting for it, and its importance for employee safety was discussed and clarified for the board. Some aspects of recent practice were not in accord with the existing contract, and Mr. Morahan and Mr. Fahey reported that their handling of the overtime in accordance with the contract, rather than recent practice, may have not have met with employees' approval. Some disagreement about the source of the confusion around rest time language, originating from the previous contract negotiation process, may also be creating problems.

Mr. Morahan stated that he believes they will be able to meet and have a contract finalized by the end of March. Mr. Morahan believes the HMLP workers do a good job and are dedicated group at the end of the day.