



TOWN OF MADAWASKA
328 St. Thomas Street Suite 101, Madawaska, Maine 04756
207-728-6351

Madawaska Board of Selectmen EMERGENCY Meeting Minutes
Madawaska Town Office Board Chambers
November 30, 2021 at 5:30 pm

MEMBERS PRESENT: Richard J. Dionne, Christopher Braley, Jason Boucher, Manon Raymond, Doug Cyr
TOWN MANAGER: Gary M. Picard
RECORDING SECRETARY: Nathalie Morneault
OTHERS PRESENT: Denise Duperre, Jim Soucy, Steven Bechard, Eric Cyr

Board of Selectmen Chairman Richard J. Dionne calls the meeting to order at 5:30 p.m. and established a quorum with Chris Braley, Jason Boucher, Manon Raymond, and Doug Cyr.

- **Pledge of Allegiance.**
- **Public Participation.**

This portion of the meeting is to allow the public to inform the Board regarding their concerns. Public Participation is limited to ten minutes, of which two minutes will be allotted individually. Please be advised that individuals addressing concerns will be placed on the Board's next regular meeting agenda unless the issue addressed is one of an emergency nature. The Chairperson or Acting Chairperson will use his/her discretion as to whether action on any particular issue should be taken at this meeting. Items regarding personnel issues or town employees cannot be discussed in open session.

Richard J. Dionne asked 3 times if there were any public participation, no one had any comments or concerns.

ARTICLES OF BOARD OF SELECTMEN OF BUSINESS

Article 1 To Reconsider the Town's Recently Adopted Employee COVID Leave Policy.

Town Manager reached out to MMA Legal and the Town Attorney to get guidance with the Covid Leave Policy. At the last meeting the board meeting the motion was to not pay employee's Covid Leave regardless of vaccination, an employee would need to use their EBT time or no pay. There are some departments who will have workplace exposures. Some departments are now questioning if this would come Workers Comp, paying an employees COVID leave with Workers Compensation.

Some key points to consider and have the board reconsider their decision:

- Prevent widespread absences in departments and continue to deliver services without disruption.
- Discourage employees from reporting symptoms early.
- Current policy would result in employees making Workers Compensation claims, which should the claim be paid would affect the town's mod-rates.
- Can't afford to have frustrated employees due to workforce shortage.
- Fairness – vaccinated vs unvaccinated pay / not pay; multiple exposures will result in short staffing

Ideas that were mentioned:

- Why can we not test inhouse?
- If employer would pay 1st time exposure and after that employee would be on their own.
- Limit COVID leaves that the town pays 1 per year.
- Limit the number of days paid by the town for the 10-day quarantine leave period.

The board would like to have a rough draft policy presented to them, with input from Legal.



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6:15 P.M. Christopher Braley motions to rescind policy from November 16, 2021, for covid pay pending attorney policy review and guidance. Douglas Cyr seconds the motion.

Discussion: What happens if an employee doesn't disclose vaccination status?
If an employee is paid to stay home, they should be staying home?

4 Board members are in favor, Jason Boucher is not in favor, and motion carries.

Richard J. Dionne asked Town Manager for an update on Fish River Project.

- Meet every Monday via zoom
- A final footprint of the exterior of the building is final, working on designing the interior of the building.
- Working on RFPs for the demolition, engineers will put out the specs
- Property survey is set for December 1, 2021

Adjournment

6:30 P.M. Jason Boucher motions to adjourn. Christopher Braley seconds the motion. All board members are in favor and motion carries.