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Thomas Boettcher, Chair
Jennifer Kallay,
Secretary
Sharon Daly
Elton Prifti
John J. Warchol

Peter D. Dion, General Manager

WAKEFIELD MUNICIPAL GAS & LIGHT DEPARTMENT

BOARD OF GAS & LIGHT COMMISSIONERS MEETING

November 14, 2025

IN ATTENDANCE: Commrs., Chair Thomas Boettcher
Jennifer Kallay, Secretary
Sharon Daly
Elton Prifti
Jack Warchol

Peter Dion, General Manager
Mark Cousins, Finance Manager
Stephen Doucette, Doucette & Associates, legal counsel to
WMGLD on labor issues
WMGLD Employee
Neil Rossman, Rossman & Rossman, legal counsel to the
employee

PLACE: **480 North Ave., Wakefield, MA
& Zoom Meeting**

1. Call To Order:

Commr. Boettcher called the meeting to order at 9:01 am.

2. Motion to Enter Executive Session:

A motion to enter into Executive Session pursuant to M.G.L. c. 30A, §21(1) & (3) to discuss the Step 2 Grievance filed by the employee was made by Commr. Daly and seconded by Commr. Warchol.

Vote: Commr. Warchol – yes
Commr. Daly – yes
Commr. Kallay – yes

Commr. Boettcher – yes
Commr. Prifti – not yet present

The motion passed 4-0 (with one member not yet present).

3. Executive Session – Technical Defect in Grievance Form

WMGLD’s labor counsel advised that the grievance had not been submitted on WMGLD’s Step 2 grievance form and recommended the Board address this technical defect before proceeding. The parties discussed the issue, including the grievance timetable and a possible extension, and the employee’s counsel requested that the Board waive the technicality

A motion to waive the technicality was made by Commr. Kallay and seconded by Commr. Warchol.

Vote: Commr. Warchol - yes
Commr. Daly - yes
Commr. Kallay - yes
Commr. Boettcher - yes
Commr. Prifti – yes

The motion passed 5-0.

4. Executive Session – Grievance Presentation (Employee)

The employee and their counsel presented concerns that changes in how the warrant system works and related tasks were assigned, and the use of other staff to perform warrants had reduced their overtime earnings without negotiation. They described their past overtime pattern, the impact of hiring and retirements on their workload, and asserted that transferring warrant work to another employee could result in a significant weekly income loss. The employee proposed to resume warrant work within their regular schedule and requested additional compensation. Commr. Prifti, who had earlier indicated that he might have to leave the meeting, stated at this time that he had to, and did, leave the meeting.

5. Executive Session - Management’s response:

Management and counsel explained their position that overtime is not part of the employee’s job description, that overtime is granted by exception rather than as a guaranteed condition of employment, and that current staffing and use of temporary help are temporary measures. Management described the roles and hours of other staff involved in warrants and related work, and stated that they were not yet prepared to negotiate a permanent change while the situation remains in flux.

6. Executive Session – Questions and Discussion

Commissioners asked questions about job duties, how warrant work had historically been performed, the feasibility of the employee taking back some or all warrant responsibilities, the use of temporary employees, and any performance concerns related to the employee's prior warrants work. The parties discussed whether a temporary pay adjustment with a defined end point could be considered, and the timing of recent and ongoing hiring and training for permanent support staff.

7. Executive Session – Extension of Time and Next Steps

The Board requested an extension of time to complete its deliberations; the employee's counsel proposed an extension to December 18, 2025, the date of the next Board meeting. The Board met in private to consider the extension, then reconvened with the parties to confirm acceptance of the extension and its intent to deliberate before the next Board meeting. The Board identified next steps, including preparation of draft minutes, submission of data requests by Commissioners through the Chair to management, responses by management, and scheduling deliberations on or about November 24 or 25, 2025.

8. Motion to Close Executive Session

A motion to close Executive Session on the Step 2 Grievance was made by Commr. Daly and seconded by Commr. Warchol and to open the Open Session solely for the purposes of adjournment.

Vote: Commr. Warchol - yes
Commr. Daly - yes
Commr. Kallay - yes
Commr. Boettcher - yes
Commr. Prifti – not present

The motion passed 4-0 (with one member not present)

9. Adjournment

A motion to adjourn the Board meeting was made by Commr. Warchol and seconded by Commr. Daly.

Vote: Commr. Warchol - yes
Commr. Daly - yes
Commr. Kallay - yes
Commr. Boettcher - yes
Commr. Prifti – not present

The motion passed 4-0 (with one member not present)

The meeting adjourned at 11:32 am.