

Grievance Committee  
May 12, 2021  
5:30 PM

Attendees:

Grievance Committee  
Juanita Hernandez, Chair  
Ann Sweeney  
Charles Stango  
Elizabeth Brown

Waterbury Public Schools  
Attorney Tara Shaw  
Juan Mendoza  
Michael Leblanc  
Cynthia Van Deursan

WTA  
Attorney James Tessitore  
Kevin Egan  
Kacey Sullivan

Meeting was called to order at 5:30 by Juanita Hernandez, Chair

Item 1: WTA Grievance # 20-21-18

Atty. Tessitore for the WTA stated that the collective bargaining agreement was violated when decedent life insurance was terminated after decedent was not actively working for 12 months prior to death. Kevin Egan questioned the definition of the term “actively working” and where that language resides.

WTA maintains that the language in the contract does not state the requirement regarding a lapse in coverage after an employee is not actively at work for more than 12 months.

Atty. Tara Shaw for the BOE stated that the board met its obligation to carry life insurance, and paid premiums for the employee within the terms of the policy. The employee was notified by both the insurer, Met Life and the city’s benefits office of the pending lapse of coverage and how to mitigate the loss of coverage prior to the date of lapse under the provision of the policy related to 12 months actively working clause.

Motion to convene in executive session for discussion regarding WTA grievance 20-21-18

Motion by Ann Sweeney 2nd by Liz Brown

Yeas-4 Nays-0 Abstain-0

Executive session convened at 6:05 pm

Attendees:

Juanita Hernandez  
Ann Sweeney  
Liz Brown  
Charles Stango  
Juan Mendoza

Motion to return from executive session. No votes were taken.  
Motion by Ann Sweeney 2nd by Charles Stango  
Return from executive session at 6:25  
Yeas-4 Nays-0 Abstain-0

Motion to recommend WTA Grievance 20-21-18 be denied  
Motion by Ann Sweeney 2nd by Liz Brown  
Yeas-4 Nays-0 Abstain-0

Motion to adjourn  
Made by Ann Sweeney 2nd by Charles Stango  
Yeas-4 Nays-0 Abstentions-0  
Meeting adjourned at 6:31pm