

**Coventry Board of Education  
Coventry, CT  
Minutes  
Grievance Committee Meeting  
Wednesday, May 25, 2011  
Administration Building Conference Room**

Present for the Board of Education: John Barrett  
Mark Malcolm  
Eugene Marchand

Present for the Custodial Worker: Sean Cornell, Custodial Worker  
Anthony Bento, AFSCME Representative

Others Present: Dr. Donna Bernard, Superintendent  
Gregg Blackstone, Business Manager  
Kevin Roy, Board of Education Attorney

**I. Call to Order**

The meeting was called to order at 6:56 p.m., by J. Barrett.

**II. Custodial Worker's Grievance Hearing**

Local 1303-075 presented its case stating overtime was not paid correctly to Sean Cornell for the pay period from 2/5/2011 through 2/18/2011. The union reviewed Article V – Hours of Work – Overtime and Holiday Pay stating overtime is to be paid for any hours worked in excess of eight (8) per day and forty (40) hours in one week. All work performed on a Saturday is to be paid at time and one half and all work on Sundays and holidays are to be paid at double time.

Sean Cornell reviewed the time sheet in detail stating the work week begins each Saturday; he worked both Saturday and Sunday of that week, and reached his 40 hours for that week by Tuesday at 3:00 p.m. The union stated the remainder of the week should have been paid at the overtime rate.

The administration presented their side stating the work week begins on a Monday and not on a Saturday. The administration quoted Article V 5.0 - The basic work day shall be eight (8) hours a day, five (5) days a week, Monday through Friday exclusive of lunch time. The administration stated overtime was paid for work performed on Saturday and Sunday, and those hours should not count towards the forty hours of a regular work week.

The Grievance Committee heard the arguments from both sides.

The Grievance Committee went into a non meeting to discuss the grievance issues at 7:28 p.m.

**OPEN SESSION:**

The Board came out of the non-meeting at 8:18 p.m.

**MOTION: To deny the union grievance.**

**By: M. Malcolm**

**Seconded: E. Marchand**

**Result: Motion passes unanimously.**

**III. ADJOURNMENT**

The hearing was closed at 8:20 p.m.

Respectfully submitted,

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Terri Lessard, Subcommittee Clerk