

**TOWN OF BROOKFIELD  
BOARD OF HEALTH**

**RICHARD HOPE, CHAIRMAN  
DAVID CARON, MEMBER  
RONALD NICOLL, MEMBER  
SANDRA GUYETTE, CLERK**

\* Members present: Richard Hope, David Caron, Ronald Nicoll and Sandra Guyette.

The meeting was held at the Town Hall on Thursday, October 27, 1994 at 7:00 p.m.

First on the Agenda, Richard Hope called the meeting to Order and the Minutes of the October 20, 1994 meeting were reviewed by all members of the Board. Richard Hope made a Motion to accept the Minutes of the October 20, 1994 Meeting, which was seconded by David Caron and it was UNANIMOUSLY VOTED to accept the minutes.

Second on the Agenda, Richard Hope requested that Ronald Nicoll read the warning which was given to Ed Juda at the last meeting as he was not present at the meeting. Ronald Nicoll then made a Motion that the letter serve as a verbal warning. The Motion was seconded by David Caron and it was UNANIMOUSLY VOTED that the letter would serve as a verbal warning.

Third on the Agenda, Ed Juda appeared before the Board at approximately 7:10 p.m. Richard Hope advised Ed Juda that he was invited to the meeting for purposes of discussing the grievance he had filed and that pursuant to §25 of the Personnel By-Laws he was entitled to a hearing concerning the grievance within three (3) days after his filing of same. Ed Juda indicated, at that time, that he did not like the tone of the letter because it was his first offense. Richard Hope then indicated that the incident occurred twice. Ed Juda indicated that he had an appointment and that Kenny Smith filled in for him. Richard Hope indicated that when he called Ed Juda's home and his son had indicated to him that Ed was out mowing grass. Ed Juda responded that his 13 year old son was not to be believed and that he has not worked a Tuesday for Mr. Richardson in months. Richard Hope then indicated that Mr. Juda reported going to Hardwick and working for seven (7) hours. He also indicated that Hardwick was closed and Mr. Juda knew it was closed, because he made a comment to that effect at the last meeting. Mr. Juda then made a statement that he felt this whole incident had to do with Hardwick. Richard Hope indicated that it had nothing to do with Ed going to Hardwick. He indicated that the warning was a result of his having Kenny Smith cover for him

without the Board's knowledge. David Caron then indicated that he had also received complaints from town citizens concerning Ed not being at the landfill during designated work hours. Richard Hope then indicated to Mr. Juda and the other members of the Board that he felt that the verbal warning should stand. Richard Hope also indicated that when and if Mr. Juda was unable to work on a designated work day, that was fine, but that he was to contact him so that appropriate arrangements could be made for someone else to work in his place. Richard Hope then made a Motion, which was seconded by David Caron and it was UNANIMOUSLY VOTED that they would make attempts to find and ultimately hire a backup person for Mr. Juda. Mr. Juda then admitted that he used poor judgment and that perhaps the incident was a misunderstanding on his part, but that he did not like the fact that the warning would be part of his personnel file. Ronald Nicoll then made a Motion that the warning be put in Ed Juda's file for six (6) months. After further discussion, however, David Caron made a Motion that the warning be put in Ed Juda's personnel file for three (3) months. The Motion was seconded by David Caron and it was UNANIMOUSLY VOTED that the warning would be put in Ed Juda's personnel file for three (3) months. David Caron then asked Mr. Juda if he was satisfied with the resolution of the grievance. Mr. Juda indicated that he was, in fact, satisfied.

Fourth on the Agenda, Ed Juda indicated that seven (7) hours were withheld from his paycheck. Richard Hoped indicated to Mr. Juda that the Selectmen were aware of the incident at the landfill and had decided to hold back his pay for those hours until the matter was resolved and they could verify who worked. Richard Hope then made a Motion, which was seconded by David Caron and it was UNANIMOUSLY VOTED that a pay voucher for the seven (7) hours would be filled out for Kenny Smith and that the Clerk would submit a copy of the Warning, the Minutes of the October 20, 1994 and a copy of the Minutes of this meeting to the Board of Selectmen so that matter could be amicably resolved. Mr. Juda also indicated at that time, however, that his truck would never move again unless he was paid independently to "Ed Juda Trucking".

Fifth on the Agenda, Richard Hope indicated to Mr. Juda that with respect to the landfill that he would like him to clear the area around the trailer and stack all the tires. He also indicated that he would pick up checks at the end of the day on Saturday from now on as he did not think it was appropriate that town citizens see him socializing with Mr. Juda while he was working. Richard Hope also indicated that it would be in Mr. Juda's best interest if he did likewise and asked his wife and Kenny Smith not to visit with him at the landfill on work time.

Sixth on the Agenda, all matters having been addressed, Richard Hope made a Motion, which was seconded by David Caron, and it was UNANIMOUSLY VOTED to adjourn the meeting at 7:50 p.m.

Minutes prepared by Sandra Guyette, Clerk.

Minutes Approved:

Date: 10-29-94

Richard Hope  
Richard Hope, Chairman

David Caron  
David Caron

Sandra Guyette  
Sandra Guyette, Clerk

Ronald Nicoll  
Ronald Nicoll