

EAST UNION TOWNSHIP

SPECIAL MEETING

November 20, 2013

Ed Shamany called the meeting to order at 6:00 P.M.

Pledge Allegiance to the Flag

Present: Jon Dettery, Ed Shamany, Dennis Antonelli, Linda Croll, Attorney Sean Logsdon

New Business:

Ed Shamany then stated that the purpose of the meeting tonight was only one thing involved under New Business which is Joe Brown disciplinary action.

Ed Shamany made a motion to terminate Joe Brown, effective immediately, seconded by Dennis Antonelli. Jon Dettery then said he would like to table it because he wanted to do a little investigation himself. The facts that the township has that he would like to approach the gentleman himself. He said he would like to talk to both Jim Tanner and Brian Crawford.

Ed Shamany stated that Joe Brown came out to work in the morning and was laid off and then Mr. Brown stated that he wasn't leaving the job unless we called the State Police. So we had to call the State Police.

Motion by Jon Dettery to table the issue.

Motion was then made by Ed Shamany to terminate Joe Brown effective immediately. Roll call on that motion, Ed Shamany-yes, Dennis Antonelli-yes, Jon Dettery-no. The yes has it, so carried.

Jon Dettery then again made a motion to table as he said it wasn't aware of anything and he wanted to talk to the other employees, it is a motion to rescind the previous action of the Supervisors, there was no seconds on that.

Public Comments:

Adele Zaremba then asked why he was terminated. Attorney Logsdon stated that when it comes to a personnel issue that matter is discussed in private session with the Supervisors. Adele stated that apparently one of the Supervisors was not included in this discussion. Mr. Shamany stated that he was included in the discussion. Mr. Dettery stated he wasn't aware before the meeting, that's why he wants to talk to the other employees, he stating he wasn't aware of anything.

Mr. Brown then stated it was because of a party he went to on Saturday and told them all about the union and they were pumped up a bunch of charges against him and they pulled them all out of a hat and it was all political. He said the bottom line was that if there was no election going on none of this would have even happened. He said he told the Supervisors he was keeping the way he voted personal. Attorney Logsdon then stated that the Township's position was that Mr. Brown was terminated by a motion. The reasons for that were discussed in an executive session amongst the Supervisors, so it cannot be commented on.

Someone in the public made comment but did not state his name. I think his name was Paul Andruzzi but he was not signed in and did not state his name. He called the whole thing pathetic. He said not to fire him until further investigation. Attorney Logsdon said that's why we take public comment and that is your comment.

Mr. Brown then said they were bogus, trumped up charges. He then said the bottom line is if I would have voted the way you wanted me to vote you would have never done this.

Adele Zaremba then asked who's idea was it to unionize and why, we are a small organization. The answer was the employees. Mr. Brown stated that it wasn't the employees, it was the Supervisors, and he said it was never brought up until after the election. Mr. Shamany said to ask the employees and Mr. Brown stated No-No-No. He said Jim asked him about a union and he said they- meaning the Supervisor want to unionize. He said the Supervisors trumped it up over the weekend and that the guys never talked about a union. Adele Zaremba then stated that it is ridiculous to have a union in such a small township. Mr. Brown stated that they wanted him to sign a paper and he refused. He stated that no one had questions to ask the union rep and he was the only one who had a page full. He saying that this is what this is all about, that is the truth. It was trumped up by the Supervisors, and you got the other employees and Linda to sign the certification notice.

Jon Biros asked Mr. Dettery if he was aware of the union, he said no. Adele Zaremba asked if he was included in the meeting with the union, he said no. At that point everyone was talking at the same time and there was no order or understanding.

Someone asked why Mr. Dettery wasn't informed about the meeting. He was told that Mr. Dettery is told about meeting and doesn't

Jon Biros asked Mr. Shamany if he was at the meeting with the employees and the union rep. He said yes, Mr. Biros said that was unusual.

Mr. Brown again stated

Someone asked why Mr. Dettery wasn't informed about the meeting. He was told that Mr. Dettery is told about meetings and doesn't come. Mr. Shamany said in the last 2 years Mr. Dettery didn't nothing on the board, nothing, nothing, nothing. Mr. Biros asked if he was notified of the meeting that occurred this last Saturday. Mr. Antonelli said no he was not notified, it wasn't the Supervisors responsibility to be there. Again everyone was shouting at the same time. Mr. Brown said I work we the other people 8 hours a day and they never say

anything about a union. Mr. Antonelli said the employees want the union to protect their job. Then Mr. Brown yelled at Mr. Antonelli and said you came up with the union. Again it was all open shouting. They were then told to keep it one at a time. That lasted about 3 seconds, and then everyone was talking again at the same time.

Mr. Shamany asked Mr. Biros how he would feel if an employee came to work and he was told there was no work, to go home, and then the employee refuses to get off the property unless the State Police are called. Again shouting by everyone.

The public was told the meeting was about Joe Brown not the union. Mr. Brown then said it was his lack of action that's what you are saying about me.

Mr. Antonelli told Mr. Brown maybe you need to talk to the other employees and get their feelings.

Mr. Brown said he was deliberately fired because of the election. Again Mr. Brown said a union was never discussed. Mr. Brown said he could speak because his job was on the line. Again Mr. Brown loudly said the union was never brought up until after the election. The arguing between everyone continued.

Mr. Antonelli then stated that there were motions made and carried, so it is done and over.

Again Mr. Brown continued saying it was the election. Again he kept saying I work with the other employees and they never said anything to him. Mr. Brown said it union is a good way to make it difficult for the incoming Supervisors. At that point Mr. Brown was loudly saying that Mr. Shamany has an attitude. Mr. Antonelli then told Mr. Brown he had his chance to argue your point at the 5 o'clock meeting. Again Mr. Brown said it was all about election, no matter what you say, you know it is, it's all about election.

Mr. Antonelli then gave Mr. Brown a scenario, Jon Biros is an incoming Supervisor so if he comes in and wants to replace an employee as a new Supervisor and it just so happens to be you and he replaces you, is it political?

Mr. Brown could not answer the question.

Adele again asked about the union and was told it's up to the employees. She was told if Joe was here or not the union could go in, majority rules.

Again shouting and Mr. Brown stating about Mr. Biros victory party that he attended.

Maryann Petrylak said that Dennis pretty much answered her question as she was wondering what was going to happen in January when the new Supervisor come in are the people going to lose thier jobs at the time. She was told by Mr. Antonelli there is that possibility. He stated this is the reason why the employees want a union, to protect their jobs. Mr. Brown again said the Supervisor want the union, he was told by Mr. Antonelli we are not here to argue with you.

Mr. Biros then said he has 20 happy employees. We never talk about a union. We all work together.

Again the shouting between everyone. Mr. Brown again said they never talked about a union.

A gentleman said he shouldn't be fired he should get a letter of reprimand, the man just made a mistake. Again this gentleman did not state his name.

Again everyone is speaking at the same time and again the tape is all garbled.

Mr. Biros asked if the Township is allowing him to collect unemployment, he was told yes.

The Attorney again said there was a motion made on the matter.

Again everyone is speaking at the same time, garbled.

Mr. Antonelli told Mr. Brown if you would have used respect on Monday this would have never happened. Again the shouting and everyone speaking at the same time.

Mr. Biros asked Jon Dettery if he knew anything about what was going on. Mr. Dettery said no, not until Mr. Brown called him. It was then that the Secretary said that Mr. Dettery was called on Monday morning and he did not answer the phone and she called him a second time on Monday and he did not answer the phone. I left him a detailed message on those calls.

Mr. Biros then asked if Mr. Dettery is informed about what is going on in the Township. He was told by Mr. Shamany that Mr. Dettery has not been left out on anything, he has always been in the loop. Mr. Dettery was on board with us.

Mr. Shamany said this thing with the election is a bunch of bull. Again at that point Mr. Brown and everyone was arguing and speaking at the same time, none of which you could understand.

Then Mr. Brown said on Oct 30 a Supervisor came up to him just before election and asked him if he was on board and I had 2 witnesses.

Meeting adjourned at approximately 6:50 pm.

Attending the Meeting: Bob Shala, Joe Brown, Adele Zaremba, Mariann Petrylak, James Jones, Jennifer Atkins, Mario Curreli, Kim Kankowski