

MILFORD BOARD OF SELECTMEN: AGENDA
December 3, 2018 – 7:00PM, ROOM 03, TOWN HALL

A. SIGNING OF WARRANT, APPROVAL OF November 19, 2018 MINUTES

B. INVITATION TO SPEAK

C. PUBLIC HEARINGS

1. 7:00pm National Grid & Verizon, RE: Relocate Joint Poles
2. 7:10pm Fun Zone Milford (Pinz), RE: Pledge of License

D. SCHEDULED APPOINTMENTS

1. 7:15pm HR Director, Maureen Giffin, RE: Maternity Leave

E. TOWN ADMINISTRATOR'S REPORT

F. OLD BUSINESS

G. NEW BUSINESS

1. 7:30pm 2019 License Renewals
2. 7:45pm Town Administrator, RE: Request Handicapped Parking Space

H. CORRESPONDENCE

1. 7:47pm Comcast, RE: Informational

I. EXECUTIVE SESSION

The listing of matters above are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

PETITION FOR JOINT OR IDENTICAL POLE LOCATIONS

July 24, 2018

Town Copy

*C-1
12/08/18*
To the Board of Selectmen
of the Town of Milford, Massachusetts

MASSACHUSETTS ELECTRIC COMPANY and VERIZON NEW ENGLAND, INC.

request permission to erect and maintain poles and wires to be placed thereon, together with such sustaining and protecting fixtures as said Companies may deem necessary to be owned and used in common by your petitioners, in the following public way or ways:

Main Street Poles 12,8,12-50,19-5,19, 26,27,27-84,28,29,30,31,32

**National Grid request to relocate poles to the approximate distances shown.
Work is in coordination with Mass DOT #607428**

Wherefore they pray that after due notice and hearing as provided by law, it be granted joint or identical locations for and permission to erect and maintain poles and wires, together with such sustaining and protecting fixtures as they may find necessary, said poles to be erected substantially in accordance with the plan filed herewith marked: **MASSACHUSETTS ELECTRIC COMPANY and VERIZON NEW ENGLAND, INC.**

Plan No. **19177076** Dated: **7/19/2018**

Also for permission to lay and maintain underground laterals, cables and wires in the above or intersecting public ways for the purpose of making connections with such poles and buildings as each of said petitioners may desire for distributing purposes.

Your petitioners agree to reserve space for one cross arm at a suitable point on each of said poles for the fire, police, telephone and telegraph signal wires belonging to the municipality and used by it exclusively for municipal purposes.

MASSACHUSETTS ELECTRIC COMPANY

By: *Eric Whitman* *EB*
Manager of Distribution Design

VERIZON NEW ENGLAND, INC.

By: *Chloe E. Dwyer*
Manager, R.O.W.

We hereby certify that on _____ 2018 at _____ o'clock, _____ M.
at _____ a public hearing was held on the petition of the

MASSACHUSETTS ELECTRIC COMPANY and VERIZON NEW ENGLAND, INC.

for permission to erect the poles, wires, cables, fixtures and connections described in the order herewith recorded, and that we mailed at least seven days before said hearing a written notice of the time and place of said hearing to each the owners of real estate (as determined by the last preceding assessment for taxation) along the ways or parts of ways upon which the Companies are permitted to erect poles, wires, cables, fixtures and connections under said order. And that thereupon said order was duly adopted.

Selectmen of the Town of

Milford, Massachusetts

CERTIFICATE

I hereby certify that the foregoing is a true copy of a joint location order and certificate of hearing with notice adopted by the Board of Selectmen of the Town of Milford, Massachusetts, on the _____ day of

_____ 2018 recorded with the records of location orders of said Town,

Book _____, Page _____.

This certified copy is made under the provisions of Chapter 166 of General Laws and any additions thereto or amendments thereof.

Attest: _____
Town Clerk

ORDER FOR JOINT OR IDENTICAL POLE LOCATIONS

July 24, 2018

By the Board of Selectmen
of the Town of Milford, Massachusetts

Notice having been given and public hearing held, as provided by law, IT IS HEREBY ORDERED:
that MASSACHUSETTS ELECTRIC COMPANY and VERIZON NEW ENGLAND, INC. be and
they are hereby granted joint or identical locations for and permission to erect and maintain poles and
wires to be placed thereon, together with such sustaining and protecting fixtures as said Companies
may deem necessary, in the public way or ways hereinafter referred to, as requested in petition of said
Companies dated the
25th day of July, 2018

All construction under this order shall be in accordance with the following conditions:-

Poles shall be of sound timber, and reasonably straight, and shall be set substantially at the points
indicated upon the plan marked--

Plan No. **19177076** Dated: **7/19/2018** filed with this order.

There may attached to said **MASSACHUSETTS ELECTRIC COMPANY** not to exceed twenty wires and
by said **VERIZON NEW ENGLAND, INC.** not to exceed forty wires and four aerial cables, and all of said
wires and cables shall be placed at a height of not less than eighteen feet from the ground.

The following are the public ways or parts of ways along which the poles above referred to may be erected,
and the number of poles which may be erected thereon under this order:--

Main Street Poles 12,8,12-50,19-5,19, 26,27,27-84,28,29,30,31,32

National Grid request to relocate poles to the approximate distances shown.

Work is in coordination with Mass DOT #607428

Also for permission to lay and maintain underground laterals, cables and wires in the above or intersecting
public ways for the purpose of making connections with such poles and buildings as each of said petitioners
may desire for distributing purposes.

I hereby certify that the foregoing order was adopted at a meeting of the Board of Selectmen

of the Town of Milford, Massachusetts

held on the _____ day of _____

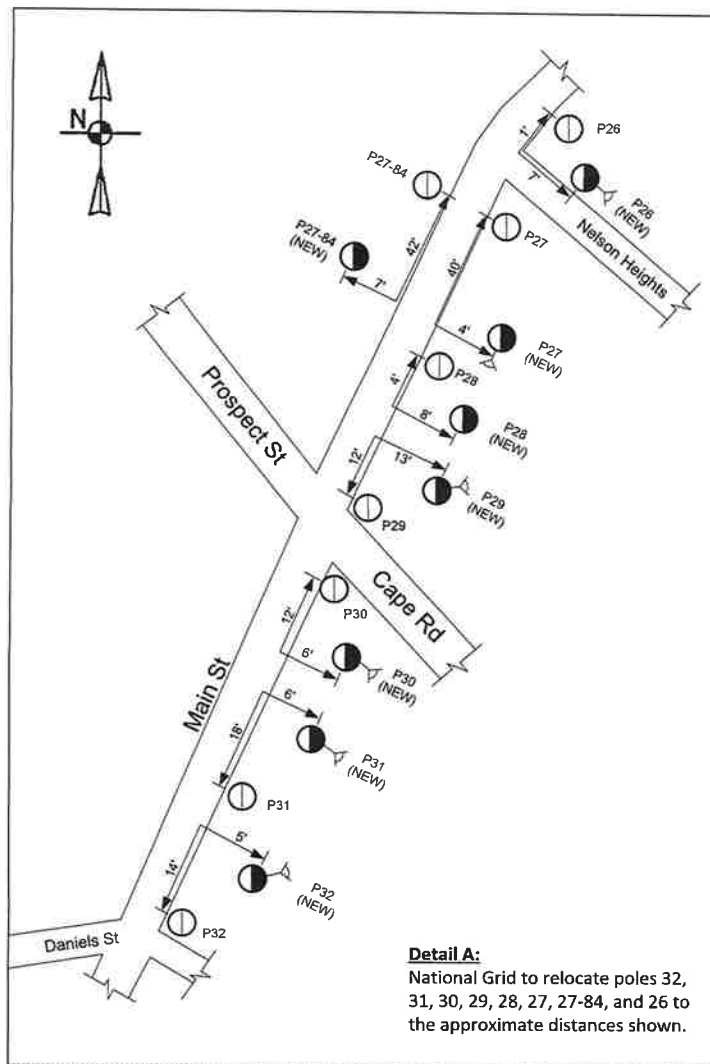
2018

Clerk of Selectmen

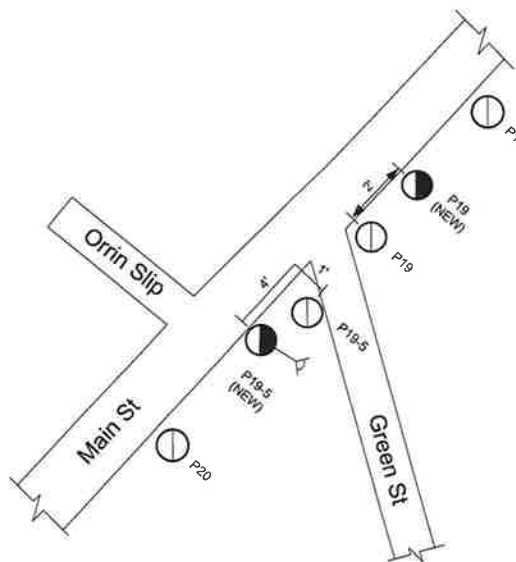
Received and entered in the records of location orders
of the Town of Milford, Massachusetts

Book: _____ Page: _____

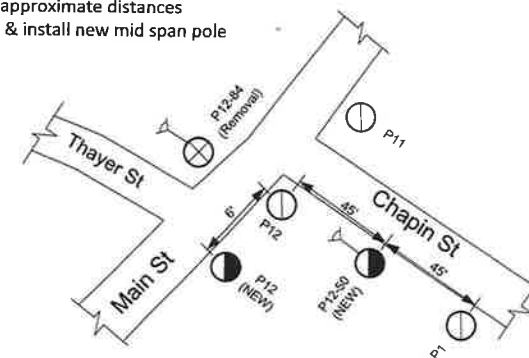
Town Clerk



Detail B:
National Grid to relocate poles 19-5 and 19 to the approximate distances shown.



Detail C:
National Grid to relocate pole 12 to the approximate distances shown & install new mid span pole 12-50.



Detail D:
National Grid to relocate pole 8 to the approximate distances shown.

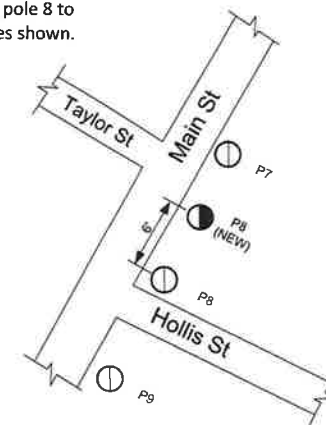


Exhibit A not to scale. The exact location of said facilities to be established by and upon the installation and erection of the facilities thereof.

Note: Work is in coordination with MassDOT #607428

Joint Owned Pole Petition

	Proposed NGRID Pole Locations
	Existing NGRID Pole Locations
	Proposed J.O. Pole Locations
	Existing J.O. Pole Locations
	Existing Telephone Co. Pole Locations
	Existing NGRID Pole Locations To Be Made J.O.
	Existing Pole Locations To Be Removed

Distances Are Approximate

nationalgrid
And
Verizon New England, Inc.

Date: 7/25/18

Plan Number: 19177076

To Accompany Petition Dated:

To The Town Of: Millford

For Proposed: JO Pole: 32, 31, 30, 29, 28, 27-84, 27, 26, 19-5, 19, 12, 12-50, and 8 Location: Main St

Date Of Original Grant:



JENNIFER M. SCLAR, MAA
ASSESSOR/ADMINISTRATOR

TOWN OF MILFORD BOARD OF ASSESSORS

52 MAIN STREET
MILFORD, MA 01757
508-634-2308 • FAX 508-634-2324

JOSEPH F. NIRO
CHAIRMAN

JOSEPH F. ARCUDI

JOSHUA M. LIOCE

ASSESSORS@TOWNOFMILFORD.COM
WWW.MILFORD.MA.US

REQUEST FOR ABUTTER'S LIST

****PLEASE ALLOW 10 WORKING DAYS FOR PROCESSING****

RECEIVED
ASSESSOR'S OFFICE
AUG 13 2018
MILFORD, MA

\$25.00 DEPOSIT REQUIRED

RECEIVED CHECK _____ CASH _____ by Juo Date 8/13/18

PLEASE COMPLETE ALL INFORMATION BELOW:

TODAY'S DATE: 8/13/2018

NAME: Kolert Reis

ADDRESS OF SUBJECT PROPERTY: 372 Main St thru 288 Main St.

PARCEL ID: 51-0-10 thru

REASON FOR REQUEST: Pole Relocation

Is this for a Liquor License? Yes ☒ No ☐ (please circle answer)

TYPE OF ABUTTER'S LIST

300 FT (needed for variance and special permit) ☒

100 FT (conservation commission - notice of intent) _____

Direct (pole relocation) property directly where work is to be performed or parcel performed on ☒

Liquor License (Immediate abutters, not across a public way,
include churches, hospitals and schools w/in 500') _____

DO YOU WISH ABUTTER'S LIST MAILED TO YOU? ☒

IF SO, PROVIDE MAILING ADDRESS: 200 Ledgewood Pl, Suite 300 Rockland MA, 02370

DO YOU WISH TO BE CALLED TO PICK UP THE ABUTTER'S LIST? _____ PHONE NUMBER: _____

FOR OFFICE USE ONLY

Deposit and copy to Legal by Juo Date 8/21/18

Copy to Town Clerk by Juo Date 8/21/18



TOWN OF MILFORD

BOARD OF ASSESSORS

CERTIFIED ABUTTERS LIST

Certified by: *[Signature]*

Date: *5/2/18*

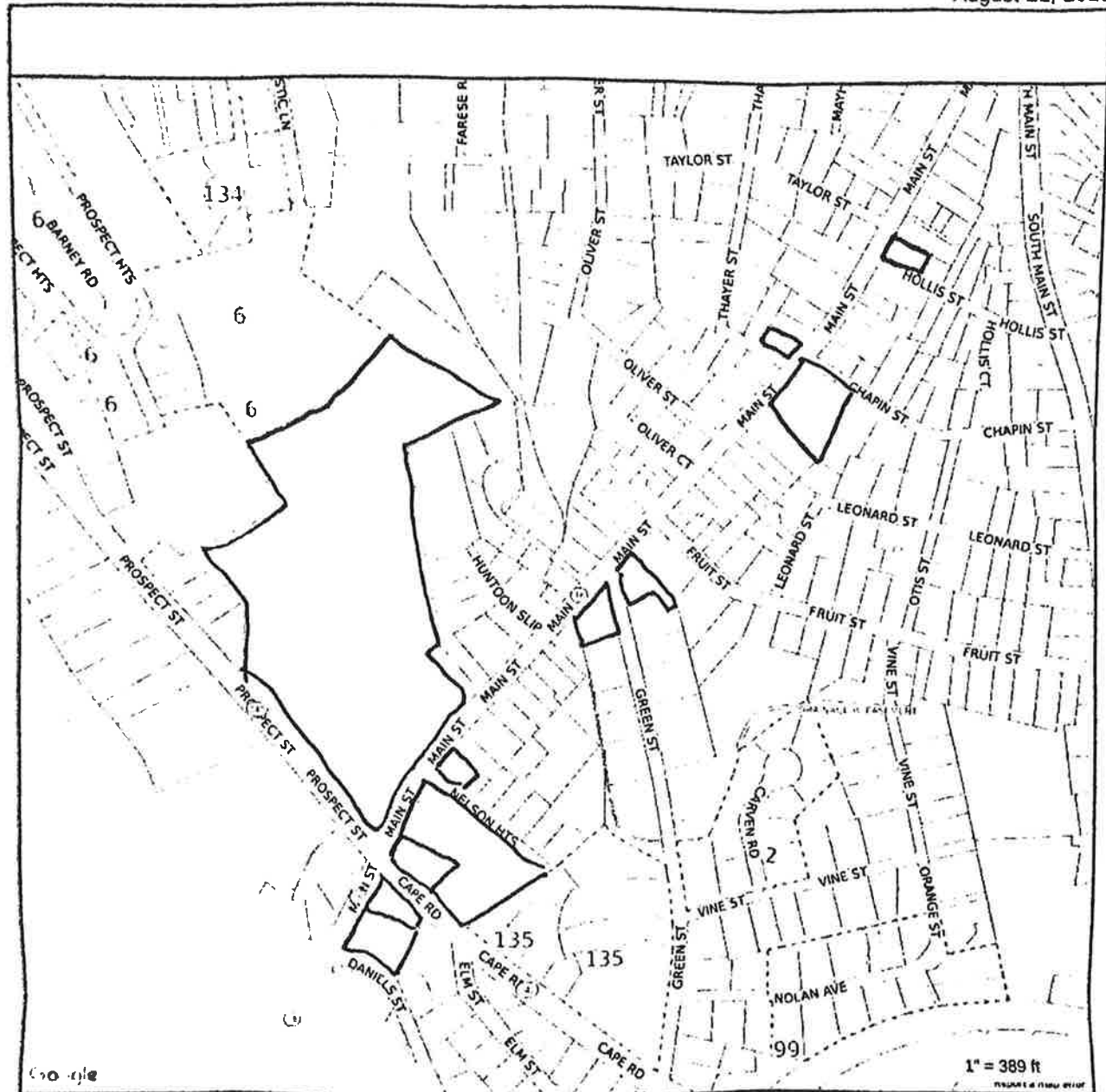
Property data updated August 21, 2018

Pole Relocation

Subject Properties - 48-0-0-185,221; 51-0-10-,11 & 51-0-24,25,26 & 62
52-0-269, 297 & 328

Abutters

ID	Site Address	Owner Name	Owner Name2	Owner Address	Owner City	Owner	Owner Zip
48-0185	288 MAIN STREET	288 MAIN STREET REALTY	ANTONELLIS, JOS & ZACCHILLI	288 MAIN STREET	MILFORD	MA	1757
48-0-221	301 MAIN STREET	KRISTINA MULCAHY	JOHN, Ptrs of	101 COTTAGE STREET	FRANKLIN	MA	2038
51-0-10	372 376 MAIN ST.	LEWIS R ZANI		372 MAIN STREET	MILFORD	MA	1757
51-0-11	368 MAIN ST	JANETTE R FORCIER LE	JANINE OSBURN, JOSEPH & LAUREL FORCIER & GRACE PAULETTE	368 MAIN STREET	MILFORD	MA	1757
51-0-25	366 MAIN STREET	MILFORD REGIONAL MEDICAL CTR		14 PROSPECT STREET	MILFORD	MA	1757
51-0-26	360 MAIN STREET	MARK L SCOTT		67 CROCKETT ROAD	UPTON	MA	1568
51-0-62	14 PROSPECT ST	MILFORD REGIONAL MEDICAL CTR		14 PROSPECT STREET	MILFORD	MA	1757
52-0-269	336 MAIN ST	MARC E L MANN TRUSTEE	336 MAIN ST RLTY TRUST	16 OAKTREE DRIVE	MILFORD	MA	1757
52-0-297	2 GREEN ST	BAE YOON KIM & JOO YOUNG KIM TR	Y & J REALTY TRUST	71 WEST MAIN ST	HOPKINTON	MA	1748
52-0-328	308 MAIN ST	308 INC		31 WHITEWOOD ROAD	MILFORD	MA	1757



Property Information

Property ID 48 0-185
 Location 280 MAIN ST
 Owner ANTONELLUS JOS+ZACCHILLI JOHN

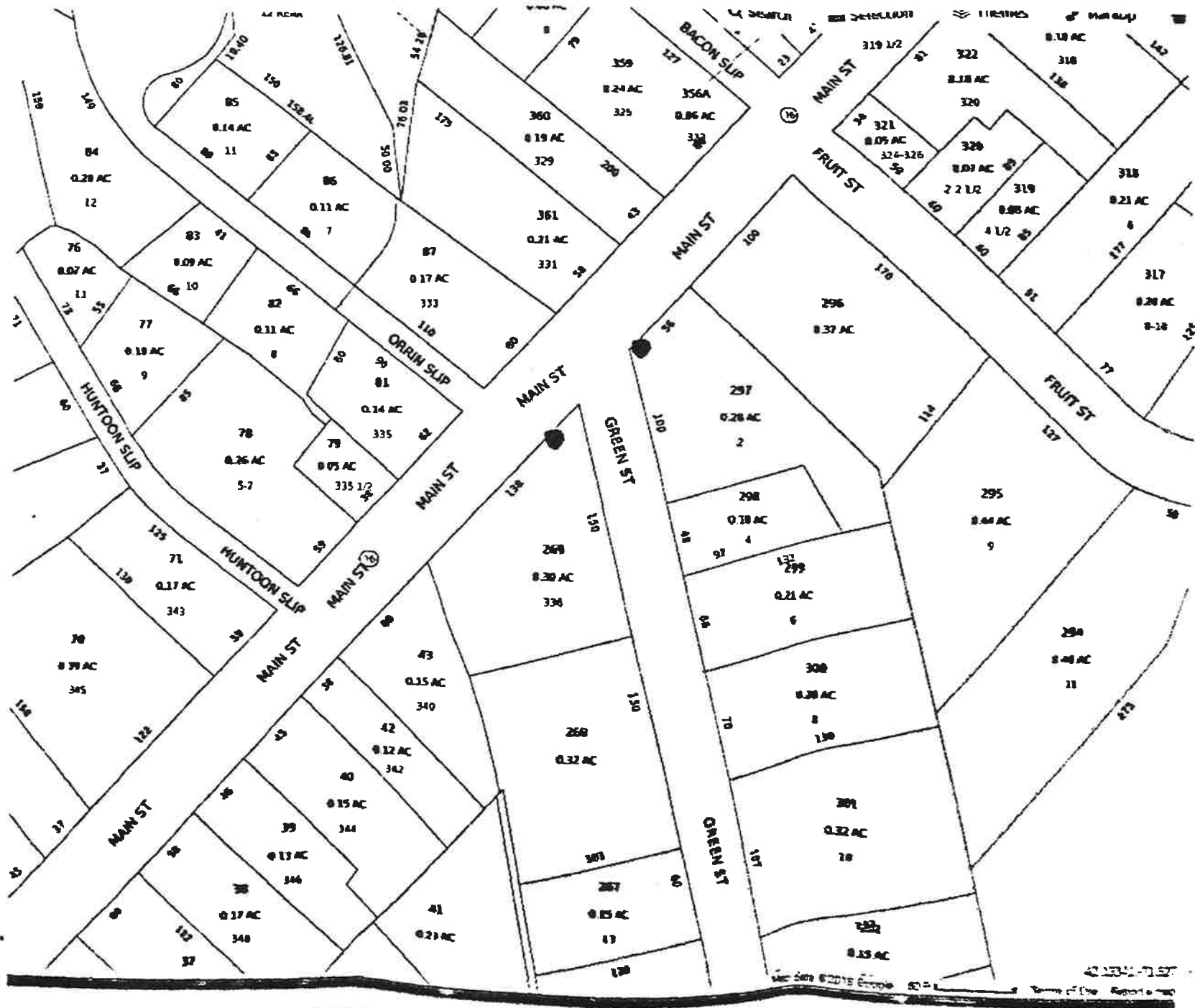


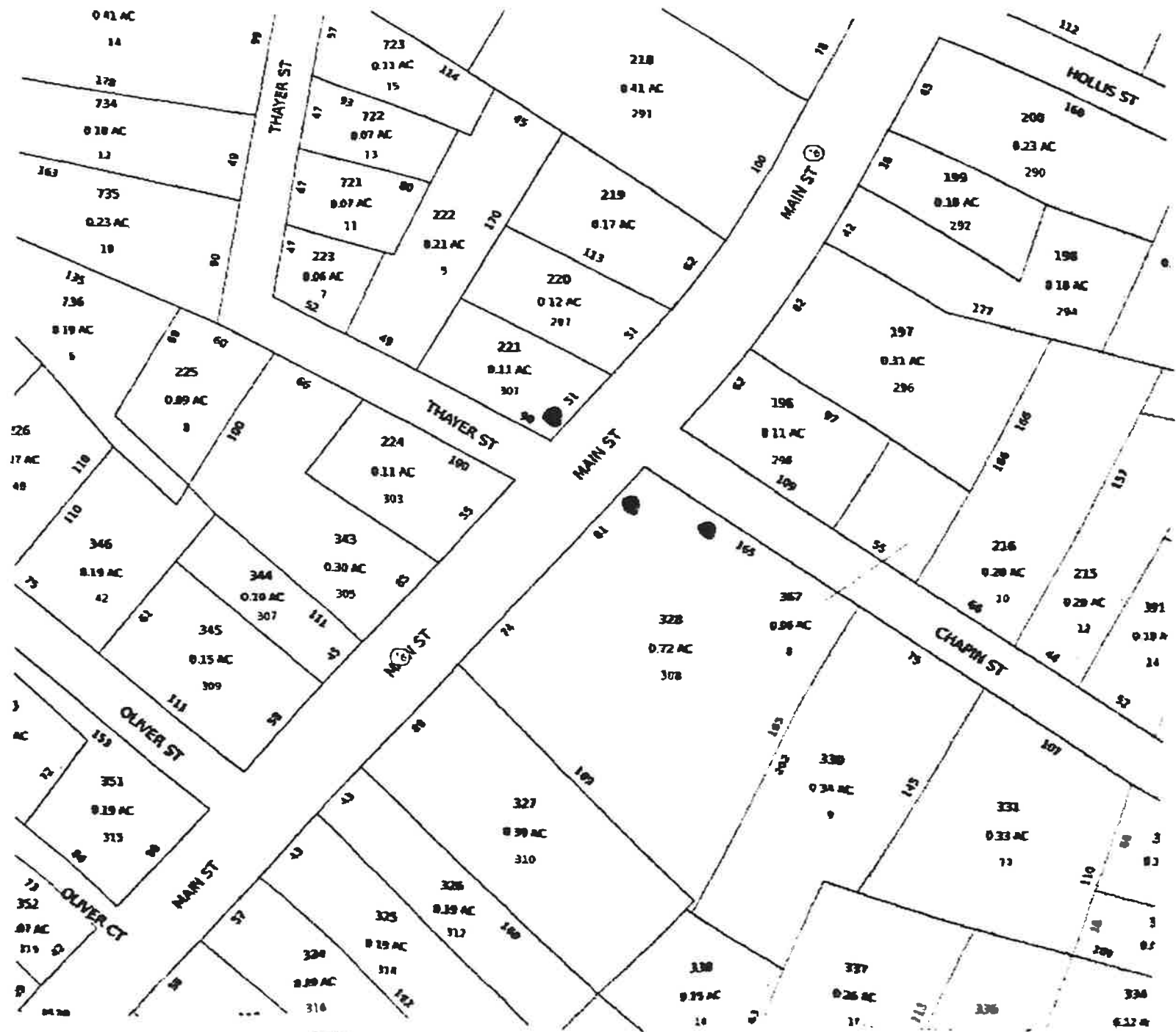
**MAP FOR REFERENCE ONLY
 NOT A LEGAL DOCUMENT**

Town of Milford, MA makes no claims and no warranties, expressed or implied, concerning the validity or accuracy of the GIS data presented on this map.

Parcels updated March 2018
 Properties updated 08/21/2018









Q Search Selection Themes Markup A 776



C-2
12/03/2018

The Commonwealth of Massachusetts
Alcoholic Beverages Control Commission
239 Causeway Street Boston, MA 02114
www.mass.gov/abcc

APPLICATION FOR AMENDMENT-Pledge of Collateral

☒ **Pledge of License**

☐ **Pledge of Stock**

☐ **Pledge of Inventory**

- DOR Certificate of Good Standing
- DUA Certificate of Compliance
- Change of Pledge of License, Stock or Inventory Application
- Pledge documentation
- Promissory note
- Vote of the Entity
- Payment Receipt

1. BUSINESS ENTITY INFORMATION

Entity Name

Fun Zone Milford LLC

Municipality

Milford

ABCC License Number

00092-RS-0706

Please provide a narrative overview of the transaction(s) being applied for. On-premises applicants should also provide a description of the intended theme or concept of the business operation.

change pledge from Milford National Bank to Citizens Bank, N.A.

APPLICATION CONTACT

The application contact is the person who should be contacted with any questions regarding this application.

Name

David Breen

Title

CEO

Email

david@pinzbowl.com

Phone

508-726-7515

2. AMENDMENT-Pledge Information

Pledge of License

To whom is the pledge being made:

Pledge of Inventory

Citizens Bank, N.A.

Pledge of Stock

Signature:

Date:

11-23-2018

Title:

CEO

CORPORATE VOTE

The Board of Directors or LLC Managers of

Fun Zone Milford LLC

Entity Name

duly voted to apply to the Licensing Authority of

Milford, MA

City/Town

Commonwealth of Massachusetts Alcoholic Beverages Control Commission on

11-23-2018

Date of Meeting

For the following transactions (Check all that apply):

☒ Pledge of License

☐ Pledge of Inventory

☐ Pledge of Stock

☐ Other

"VOTED: To authorize

David Breen

Name of Person

to sign the application submitted and to execute on the Entity's behalf, any necessary papers and do all things required to have the application granted."

A true copy attest,

For Corporations ONLY

A true copy attest,

Corporate Officer /LLC Manager Signature

Corporation Clerk's Signature



*The Commonwealth of Massachusetts
Alcoholic Beverages Control Commission
239 Causeway Street Boston, MA 02114*

www.mass.gov/abcc

**RETAIL ALCOHOLIC BEVERAGES LICENSE APPLICATION
MONETARY TRANSMITTAL FORM**

APPLICATION FOR AMENDMENT-Pledge of Collateral

APPLICATION SHOULD BE COMPLETED ON-LINE, PRINTED, SIGNED, AND SUBMITTED TO THE LOCAL
LICENSING AUTHORITY.

ECRT CODE: RETA

Please make \$200.00 payment here: <https://www.mass.gov/epay-for-online-payments-abcc>

PAYMENT MUST DENOTE THE NAME OF THE LICENSEE CORPORATION, LLC, PARTNERSHIP, OR INDIVIDUAL

EPAY CONFIRMATION NUMBER

b4a9535d-971d-414f-8ea1-854bdc68431d

A.B.C.C. LICENSE NUMBER (IF AN EXISTING LICENSEE, CAN BE OBTAINED FROM THE CITY)

00092-RS-0706

ENTITY/ LICENSEE NAME

Fun Zone Milford LLC

ADDRESS

110 S Main St

CITY/TOWN

Milford

STATE

MA

ZIP CODE

01757

For the following transactions (Check all that apply):

- | | | | |
|--|---|---|---|
| <input type="checkbox"/> New License | <input type="checkbox"/> Change of Location | <input type="checkbox"/> Change of Class (i.e. Annual / Seasonal) | <input type="checkbox"/> Change Corporate Structure (i.e. Corp / LLC) |
| <input type="checkbox"/> Transfer of License | <input type="checkbox"/> Alteration of Licensed Premises | <input type="checkbox"/> Change of License Type (i.e. club / restaurant) | <input checked="" type="checkbox"/> Pledge of Collateral (i.e. License/Stock) |
| <input type="checkbox"/> Change of Manager | <input type="checkbox"/> Change Corporate Name | <input type="checkbox"/> Change of Category (i.e. All Alcohol/Wine, Malt) | <input type="checkbox"/> Management/Operating Agreement |
| <input type="checkbox"/> Change of Officers/
Directors/LLC Managers | <input type="checkbox"/> Change of Ownership Interest
(LLC Members/ LLP Partners,
Trustees) | <input type="checkbox"/> Issuance/Transfer of Stock/New Stockholder | <input type="checkbox"/> Change of Hours |
| | <input type="checkbox"/> Other | | <input type="checkbox"/> Change of DBA |

THE LOCAL LICENSING AUTHORITY MUST MAIL THIS
TRANSMITTAL FORM ALONG WITH
COMPLETED APPLICATION, AND SUPPORTING DOCUMENTS TO:

ALCOHOLIC BEVERAGES CONTROL COMMISSION
239 CAUSEWAY STREET
BOSTON, MA 02241-3396

Payment Confirmation

YOUR PAYMENT HAS PROCESSED AND THIS IS YOUR RECEIPT

Your account has been billed for the following transaction. You will receive a receipt via email.



Transaction Processed Successfully.

INVOICE #: b4a9535d-971d-414f-8ea1-854ddc68431d

Description	Applicant, License or Registration Number	Amount
FILING FEES-RETAIL	00092-RS-0706	\$200.00
		\$200.00

Total Convenience Fee: \$0.35

Date Paid: 11/23/2018 9:32:52 AM EDT

Total Amount Paid: \$200.35

Payment On Behalf Of

License Number or Business Name:
00092-RS-0706

Fee Type:
FILING FEES-RETAIL

Billing Information

First Name:
David

Last Name:
Breen

Address:
110 S Main St

City:
Milford

State:
MA

Zip Code:
01757

Email Address:
david@pinzbowl.com



Department of Human Resources

Town of Milford, MA

52 Main Street – Room 10

Milford, MA 01757

MAUREEN GIFFIN

HUMAN RESOURCES DIRECTOR

Telephone: (774) 462-330

Fax: (508) 634-2324

E-mail: mgiffin@townofmilford.com

November 27, 2018

Richard A. Villani, Town Administrator
Board of Selectmen
52 Main Street
Milford, MA 01757

RE: New Town policies

Dear Rick,

At the December 3, 2018 meeting of the Board of Selectmen, I request the opportunity to present four new policies for Town of Milford employees, who are not otherwise covered by Collective Bargaining agreements or employment contracts with contrary provisions.

The four policies I would like to discuss are: Parental Leave, Small Necessities Leave Act, Pregnant Workers Fairness Act, and the Maternity Leave policy (which is included in the Personnel bylaws). I have reviewed each of these policies with both the you and Town Council and have incorporated all recommendations. I also met with the Personnel Board for their input on the Maternity Leave policy. There are no decision points for the Board – these new policies were drafted to ensure compliance with state and federal laws.

Here is a brief overview of each of the enclosed policies:

- MA Parental Leave Act: Runs concurrently with the FMLA policy that was previously approved by the Board. Provides up to eight weeks of unpaid leave for birth of a child, adoption or placement of a foster child.
- Small Necessities Leave Act: Workers may have the right to take up to 24 hours of unpaid leave every 12 months for:
 - a child's school activities,
 - a child's doctor or dentist appointment, or
 - an elder relative's doctor or dentist appointment, or other appointment related to the elder's care.

- Pregnant Workers Fairness Act: Prohibits employment discrimination on the basis of pregnancy and pregnancy-related conditions.
- Maternity Leave: An existing Personnel bylaw clarifying benefits for those on Maternity Leave.

I have attached a copy of the proposed policies for consideration by the Board of Selectmen. I will be seeking a vote from the Board members to approve the proposed these four policies at the December 3rd meeting.

If you have questions about the proposal or any of the information enclosed, I am available to meet at your convenience.

Regards,

Maureen Giffin
Human Resources Director

CC: Michael K. Walsh, Chairman
William D. Buckley, Selectmen
William E. Kingkade, Jr., Selectmen
Richard A. Villani, Town Administrator

Town of Milford, MA
PARENTAL LEAVE POLICY

Issue Date:

Type of Policy: New (X) Amendment ()

Effective Date:

Policy Statement:

The Town of Milford's Parental Leave Act Policy applies to all Article 2 employees, employees-at-will, and non-contractual employees. Nothing contained in this written policy contradicts or supersedes any contradictory provision of any Milford Collective Bargaining Agreement or any Milford employment contract. To the extent any contradictory terms exist, the contract terms shall apply.

Policy Description:

Full-time employees with at least three-months of service, may take up to eight weeks of unpaid leave for the purpose of giving birth or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. Any two Town employees are entitled to an aggregate of 8 weeks of leave for the birth or adoption of the same child. Any Parental Leave which qualifies under both state and federal laws will be used concurrently to the extent permitted by those laws (e.g. Family and Medical Leave Act).

Employees must provide at least two weeks' notice of the anticipated date of departure and state your intention to return. However, the law permits employees to provide notice as soon as practicable if the delay is for reasons beyond your control.

Requests for Parental Leave must be submitted in writing to the Department Head and Human Resources at least four (4) weeks in advance, including a written statement of the employee's intention to return to work. A physician's certification may be required giving the expected date of delivery. An employee who returns to her employment after the birth of a child must present a doctor's clearance to return to work.

The employee shall be restored to the employee's previous, or a similar, position with the same status, pay, length of service credit and seniority, wherever applicable, as of the date of the leave.

Employees may, but are not obligated to, use available sick, vacation or personal leave during their Parental Leave. Employees must use accrued paid time off (at least) the

day before and after a holiday, in order to be paid for the holiday. Benefits will continue to accrue during this leave of absence.

Any leave taken outside the maximum eight-week (Parental Leave) or twelve-week (FMLA) period must be approved either through collective bargaining agreement, policy or by-law.

Town of Milford, MA
SMALL NECESSITIES LEAVE ACT

M.G.L.c.149, s.52

Issue Date:

Type of Policy: New (X) Amendment ()

Effective Date:

Policy Statement:

The Town of Milford's Small Necessities Leave Act Policy applies to all Article 2 employees, employees-at-will, and non-contractual employees. Nothing contained in this written policy contradicts or supersedes any contradictory provision of any Milford Collective Bargaining Agreement or any Milford employment contract. To the extent any contradictory terms exist, the contract terms shall apply.

Policy Description:

The Small Necessities Leave Act permits eligible employees to take a total of 24 hours of unpaid leave during any 12-month period. These 24 hours are in addition to the twelve (12) weeks already allowed under the Federal Family and Medical Leave Act.

An eligible employee is one who has worked for the Town for twelve (12) continuous months and has met a minimum number of 1,250 hours worked.

Purposes for which the leave may be taken:

The 24 hours of leave may be taken by an eligible employee for any of the following purposes:

- (1) to participate in school activities directly related to the educational advancement of a son or daughter of the employee, such as parent-teacher conferences or interviewing for a new school;
- (2) to accompany the son or daughter of the employee to routine medical or dental appointments, such as check-ups or vaccinations;
- (3) to accompany an elderly relative of the employee to routine medical or dental appointments or appointments for other professional services related to the elder's care, such as interviewing at nursing or group homes.

Intermittent leave:

Leave under the Act may be taken intermittently or on a reduced leave schedule. An eligible employee need not take the entire 24-hour leave at once, but may take a few hours of time depending on the employee's needs, as long as the total leave does not exceed 24 hours during any 12-month period. Employers may require that employees take the leave in minimum increments of no less than one hour.

Substitution of vacation/personal/sick leave:

Employees are required to use any accrued, available paid vacation leave, personal leave or sick leave while on SNLA leave. If you have exhausted all paid time off, the SNLA leave time will be unpaid.

Notice requirement:

To be entitled to the leave period, employees must provide notice to their employer as follows:

- If the need for leave is foreseeable, the employee must request the leave not later than seven (7) days in advance;
- If the need is not foreseeable, the employee must notify the employer as soon as is practicable. Minimum notice for this leave is one (1) day.
- Requests for leave must be supported by documentation verifying the need to take the leave. Such documentation could include, but is not limited to, a doctor's note, an appointment card, a teacher's note, or a receipt for services rendered. Supporting documentation must be submitted to the employee's department head, either prior to, or immediately upon return from SNLA leave. Failure to provide such documentation will result in the time off being counted as an unexcused absence, subject to disciplinary action.
- Approval of this leave may be given or denied based upon workload, staffing, scheduling or other work-related circumstances.
- Requests must be submitted via the Request for Small Necessities Leave forms, with a copy submitted to the Human Resources Director. Forms can be obtained through Human Resources.

Town of Milford, MA
PREGNANT WORKERS FAIRNESS ACT

G.L. c.151B, §4

Issue Date:

Type of Policy: New (X) Amendment ()

Effective Date:

Policy Statement:

The Town of Milford's Pregnant Workers Fairness Act Policy applies to all Article 2 employees, employees-at-will, and non-contractual employees. Nothing contained in this written policy contradicts or supersedes any contradictory provision of any Milford Collective Bargaining Agreement or any Milford employment contract. To the extent any contradictory terms exist, the contract terms shall apply.

Policy Description:

The Pregnant Workers Fairness Act ("the Act") amends the current statute prohibiting discrimination in employment, G.L. c.151B, §4, enforced by the Massachusetts Commission Against Discrimination (MCAD). The Act expressly prohibits employment discrimination in the Town of Milford on the basis of pregnancy and pregnancy-related conditions, such as lactation or the need to express breast milk for a nursing child. It also describes Town's obligations to employees that are pregnant or lactating and the protections these employees are entitled to receive. Generally, the Town may not treat employees or job applicants less favorably than other employees based on pregnancy or pregnancy-related conditions and have an obligation to accommodate pregnant workers.

Under the Act, the Town will make reasonable accommodations for conditions related to pregnancy, including post-pregnancy conditions such as the need to express breast milk for a nursing child, unless doing so would pose an undue hardship on the Town. "Undue hardship" means that providing the accommodation would cause the Town significant difficulty or expense.

Employees seeking pregnancy-related accommodations should make a request to Human Resources. Once an employee requests an accommodation, the Town and the employee will engage in an interactive process to determine the feasibility of a requested accommodation. A reasonable accommodation is one that allows the employee or job applicant to perform the essential functions of the job while pregnant or experiencing a pregnancy-related condition, without undue hardship to the employer.

The Town will not:

- require a pregnant employee to accept a particular accommodation, or to begin disability or parental leave if another reasonable accommodation would enable the employee to perform the essential functions of the job without undue hardship to the employer.
- refuse to hire a pregnant job applicant or applicant with a pregnancy-related condition, because of the pregnancy or the pregnancy-related condition, if an applicant is capable of performing the essential functions of the position with a reasonable accommodation.
- deny an employment opportunity or take adverse action against an employee because of the employee's request for or use of a reasonable accommodation for a pregnancy or pregnancy-related condition.
- require medical documentation about the need for an accommodation if the accommodation requested is for: (i) more frequent restroom, food or water breaks; (ii) seating; (iii) limits on lifting no more than 20 pounds; and (iv) private, non-bathroom space for expressing breast milk.

The Town will provide written notice of employees' rights under the Act: (1) to new employees at or prior to the start of employment; and (2) to an employee who notifies the employer of a pregnancy or a pregnancy-related condition, no more than 10 days after such notification.

If you believe you have been discriminated against on the basis of pregnancy or a pregnancy-related condition, you may file a formal complaint with the MCAD. You may also have the right to file a complaint with the Equal Employment Opportunity Commission if the conduct violates the Pregnancy Discrimination Act, which amended Title VII of the Civil Rights Act of 1964. Both agencies require the formal complaint to be filed within 300 days of the discriminatory act.

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION Offices

www.mass.gov/mcad/

Boston Headquarters: One Ashburton Place, Room 601, Boston, MA 02108 | (617) 994-6000

Springfield: 436 Dwight Street, Room 220, Springfield, MA 01103 | (413) 739-2145

Worcester: 484 Main Street, Room 320, Worcester, MA 01608 | (508) 453-9630

New Bedford: 128 Union Street, Suite 206 New Bedford, MA 02740 | (774) 510-5801

Current Personnel By-law 5.07

MATERNITY LEAVE

5.07 Maternity leave without pay may be granted for up to one (1) year by an employee's appointing authority. Maternity leave with pay, through use of accrued sick leave, may be sought for that period of time that an employee is actually disabled from performing her duties, which is usually not more than six (6) weeks. Requests for use of sick leave, accompanied by a doctor's Certificate certifying disability, may be submitted when the disability occurs. The appointing authority shall be entitled to verify same through its own appointed doctor. Use of such sick leave benefits shall not affect any period of unpaid maternity leave otherwise granted.

Draft recommended new Personnel By-law 5.07

MATERNITY LEAVE

5.07 Maternity leave without pay may be granted for up to one (1) year by an employee's appointing authority. It is the Town of Milford's policy to adhere to the Family Medical Leave Act (FMLA) and the MA Parental Leave Act (MPLA), allowing employees up to 12-weeks of unpaid leave for the birth of a child, or placement of a child for adoption or foster care. Employees are required to provide appropriate certification to the Human Resources Director when taking a Maternity, FMLA or MPLA leave. The full FMLA and MPLA policies can be found on the Town of Milford website.

If an employee has been approved for Maternity Leave which extends beyond the FMLA-provided 12-week period, the employee is required to use accrued paid leave during this time. Once the time is exhausted, remaining time off will be unpaid.

G-2 12/13/2018
Richard Villani

From: O'Loughlin, Thomas <chief@milfordpolice.org>
Sent: Monday, November 26, 2018 10:52 AM
To: Richard Villani
Cc: tracie.stcyr@gmail.com
Subject: RE: Handicap Parking Space on Pearl St.

Town Administrator Rick Villani,

I would recommend that the Board of Selectmen authorize the placement of a Handicap Parking space in front of 55 Pearl Street. The resident at this address, Ms. Esther Bent, has a valid HP Placard issued by the Massachusetts Registry of Motor Vehicles.

Chief Tom O'Loughlin

From: Richard Villani <rvillani@townofmilford.com>
Sent: Monday, November 26, 2018 9:19 AM
To: O'Loughlin, Thomas <chief@milfordpolice.org>
Subject: FW: Handicap Parking Space on Pearl St.

Chief: Could you please review and advise? Thanks.

Rick

Richard A. Villani
Town Administrator
P*508-634-2303
F*508-634-2324
www.milfordma.gov

From: Tracie StCyr [<mailto:tracie.stcyr@gmail.com>]
Sent: Monday, November 26, 2018 9:14 AM
To: Richard Villani <rvillani@townofmilford.com>
Subject: Handicap Parking Space on Pearl St.

Good Morning Mr. Villani,

My name is Tracie StCyr and my grandmother, Esther Bent is a lifelong resident of Milford and lives at 55 Pearl St. She is 95 years old, still drives on occasion and has had difficulty parking in front of her home.

On Saturday I arrived at her house to visit her to find vehicles parked in front of her house blocking her walkway. I understand the street is public parking, however after speaking with an officer at the MPD, he informed me we could apply to get her a designated handicap spot in front of her house to make getting in and out easier.

I have attached both a copy of her Vehicle Registration along with her handicap plaque. Thank you very much and I look forward to hearing from you regarding what needs to be done next to make this a reality. If you have any questions or need further information please don not hesitate to contact me via email or phone.

Best,

Tracie StCyr
(508) 254-3657

Board of Selectmen
Town of Milford
52 Main Street
Milford, MA 01757

RE: Important Information—Price Changes

Dear Chairman and Members of the Board:

All of us at Comcast are committed to delivering the entertainment and services our customers in your community rely on today, and the new experiences they will love in the future. As we continue to invest in our network, products and services, the cost of doing business rises. One of our largest costs, and one that continues to increase, is the fees we pay to programmers so that we can continue to offer the best in entertainment, news and sports. As a result, starting December 20, 2018, prices for certain services and fees will be increasing, including the Broadcast TV Fee and Regional Sports Network Fee. Please see the enclosed Customer Notices for more information.

While some prices may increase, we continue to invest in technology to drive innovation. We are working hard to bring our customers great value every day and exciting new developments in the near future, including:

- Talk to the X1 Voice Remote to navigate content
- We offer the first talking TV guide for those with visual disabilities
- Netflix, YouTube, Pandora, and Sling TV and more apps are available on X1
- We continue to make customer interactions simpler with more all-digital tools as an alternative to visiting a store or calling.
- Speed upgrades allowing us to offer the fastest Internet speeds to the most homes in the country
- Control of home WiFi from anywhere, on any device, with xFi
- 19 million Xfinity WiFi hotspots available nationwide

In addition, we wanted to share with you this Xfinity TV Update: On December 18, 2018, Evine Live will be available on chs 89 & 1047.

We know you may have questions about these changes. If I can be of any further assistance, please contact me at 508-647-1418.

Sincerely,

Greg Franks

Greg Franks, Sr. Manager
Government Affairs

Attachment: Customer Notices

In addition to the price changes listed in the attached general **Important Information Regarding Xfinity Services and Pricing**, customers subscribing to the services below will receive a bill message regarding the pricing change to their service.

Bill Message Text:

"In addition to the price changes listed on the general Important Information Regarding Xfinity Services and Pricing, on December 20, 2018, the price of [package or service name from below] will increase from \$XX.XX to \$XX.XX per month. Prices exclude taxes and fees."

XFINITY® Internet	Current	New
Blast! Speed Upgrade	\$18.00	\$20.00
Galaxy w/ leased modem	\$59.95	\$61.95
NetOne w/ leased modem	\$59.95	\$61.95

TRIPLE PLAY PACKAGES	Current	New
MDU HD Preferred Plus XF Triple Play	\$142.99	\$149.99
MDU Preferred Plus Triple Play	\$132.99	\$139.99
MDU Preferred Extra Triple Play	\$124.99	\$129.99
MDU HD Preferred XF Triple Play Bundle	\$122.99	\$127.99
MDU Preferred Triple Play	\$112.99	\$117.99

SERVICES NO LONGER AVAILABLE FOR NEW SUBSCRIPTIONS	Current	New
Latino Basic TV Package	\$25.27	\$25.95
Brazilian International Selection	\$20.00	\$34.99
Digital Economy	\$37.27	\$39.95
Digital Economy (with Xfinity Internet or Voice)	\$35.27	\$39.95
Basic Latino with Economy Plus Internet Double Play	\$55.22	\$55.90
Basic with Performance Internet Double Play	\$74.44	\$45.94
Performance Extra Double Play	\$73.27	\$77.99
Internet Plus with Showtime Double Play	\$77.27	\$81.99
Internet Plus with HBO Double Play	\$83.27	\$87.99
Internet Plus Latino Double Play	\$83.27	\$87.99
Basic Latino with Performance Internet Double Play	\$87.22	\$87.90
Internet Pro Plus with Showtime Double Play	\$87.27	\$91.99
Blast Extra Double Play	\$88.27	\$92.99
Internet Pro Plus with HBO Double Play	\$90.27	\$94.99
Blast Plus Double Play	\$98.27	\$102.99
Blast Plus with HBO Double Play	\$105.27	\$109.99
HD Broadband Double Play	\$137.31	\$147.99
Starter Double Play	\$147.22	\$149.22
Preferred with Performance Pro Double Play	\$147.17	\$151.99

SERVICES NO LONGER AVAILABLE FOR NEW SUBSCRIPTIONS Cont.	Current	New
HD Entertainment Double Play	\$152.31	\$157.99
Preferred Latino Double Play	\$165.12	\$169.99
Preferred Double Play	\$165.17	\$167.17
Premier with Performance Pro Double Play	\$185.31	\$189.99
Nuevo Completo Triple Play	\$72.17	\$80.17
MultiLatino Plus Triple Play	\$80.17	\$80.85
Triple Play Economy Bundle	\$90.17	\$94.85
Basic Latino Triple Play	\$95.17	\$95.85
Basic Pro Triple Play Bundle	\$108.27	\$112.99
Economy Pro Triple Play Bundle	\$116.27	\$120.99
Value Plus Triple Play	\$138.81	\$142.99
Value Plus LD Triple Play Bundle	\$138.81	\$142.99
Economy Plus Latino Triple Play Bundle	\$138.31	\$142.99
Starter Latino Triple Play	\$145.81	\$149.99
Starter XF Triple Play Bundle	\$150.81	\$154.99
Triple Play Economy Video Bundle	\$152.17	\$156.85
HD Starter Triple Play	\$158.81	\$162.99
MultiLatino Ultra Triple Play	\$158.81	\$162.99
Preferred XF Triple Play Bundle	\$163.81	\$167.99
Preferred Latino Triple Play	\$163.81	\$167.99
MultiLatino HD Ultra Triple Play	\$168.81	\$172.99
HD Preferred Triple Play	\$173.71	\$177.99
HD Preferred XF Triple Play Bundle	\$173.81	\$177.99
Preferred Extra Latino Triple Play	\$173.81	\$177.99
HD Preferred Plus Triple Play	\$183.81	\$187.99
MultiLatino HD Ultra Plus Triple Play	\$188.81	\$192.99
HD Preferred Extra XF Triple Play Bundle	\$190.81	\$194.99
HD Preferred Plus XF Triple Play Bundle	\$193.81	\$197.99
MultiLatino HD Total Triple Play	\$213.81	\$217.99
HD Premier Triple Play	\$218.81	\$222.99
HD Premier XF Triple Play Bundle	\$218.81	\$222.99
HD Complete XF Triple Play Bundle	\$251.49	\$255.99

Important Information Regarding Your Xfinity Services and Pricing

Milford, Upton (Service availability limited to certain areas of the Town), MA

Effective December 20, 2018

TRIPLE PLAY PACKAGES		
	Current	New
Standard Triple Play - with Blast! Internet upgrade add	\$18.00	\$20.00
DOUBLE PLAY PACKAGES		
	Current	New
Choice TV Double Play - with Blast! Internet upgrade add	\$18.00	\$20.00
Standard Double Play - with Blast! Internet upgrade add	\$18.00	\$20.00
Select Double Play - with Blast! Internet upgrade add	\$18.00	\$20.00
Signature Double Play - with Blast! Internet upgrade add	\$18.00	\$20.00
XFINITY® TV		
	Current	New
Limited Basic	\$7.50	\$8.00
Broadcast TV Fee	\$8.00	\$9.75
Franchise Related Cost	\$.58	\$.67
Expanded Basic	\$59.77	\$59.27
Regional Sports Fee	\$6.75	\$8.25
XFINITY® TV		
	Current	New
Service to Additional TV - with CableCARD	\$7.45	\$7.27
Service to Additional TV - with TV Adapter	\$5.99	\$6.99
CableCARD (second card in same device)	\$.80	\$.00
INSTALLATION (Effective 1/1/2019)		
	Current	New
Hourly Service Charge - Initial Installation of Service	\$40.00	\$50.00
Hourly Service Charge - After Initial Installation of Service	\$40.00	\$50.00
XFINITY® Internet		
	Current	New
Blast! - Xfinity Internet Service Only	\$92.95	\$94.95
Blast! - with Xfinity TV or Voice Service	\$79.95	\$81.95
Modem Rental	\$11.00	\$13.00

Important Information Regarding Your Xfinity Services and Pricing

Milford, Upton (Service availability limited to certain areas of the Town), MA

Effective December 20, 2018

We hope you are enjoying your Xfinity services.

I am writing with some important information about your Xfinity service.

As families and homes rely more on technology, we're working to bring you better and more reliable services. We're improving our products, strengthening our network, and investing in technology. We're always working to provide the programming you value and enjoy, whether it's on TV or streaming on your smartphones, tablets, and laptops.

Programming fees—the fees networks and broadcast stations charge us to deliver programming—continue to rise. These are among our biggest expenses, along with the cost of always improving our products and services. Though we absorb many of these costs, some must still be passed through to customers. As a result, your price may increase starting with your next bill.

We understand that price increases are never welcome. While some fees may be going up, we hope you see your services improving as well.

I know you have choices when it comes to service providers, and I appreciate that you chose us. From our products to our people, we're committed to delivering experiences you'll love.

Thank you for being an Xfinity customer.

Sincerely,

Tracy Pitcher
Regional Senior Vice President

If you are currently receiving services on a promotional basis, under a minimum term agreement associated with a specific rate, or in the guaranteed period of one of our SurePrice plans, the prices for those specific services will not be affected during the applicable period. However, equipment charges, taxes and fees, including Broadcast TV Fee and Regional Sports Network Fee, are subject to change.

We're committed to improving your experience. Here's some of what we offer:

- The fastest Internet speeds to the most homes in the country
- Increased Internet speeds 17 times in 17 years
- 90% of our customers can now get 1 Gigabit download speeds if they choose—no other major provider can say that
- The Emmy Award-winning X1 platform delivers the most user-friendly experience
- The X1 Voice Remote integrates with some of your favorite apps like Netflix and YouTube
- The new Xfinity xFi platform gives Internet customers unmatched speed, coverage, and control with their home Internet service
- Xfinity WiFi hotspots are available in 19 million locations nationwide
- The Xfinity Stream app provides the most free shows and movies
- Xfinity On Demand offers 163,000+ shows and movies

More details on these price changes are enclosed.

For additional information, go to xfinity.com/pricechanges.