

Unity Area Regional Recycling Center

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July 20, 2023

1. Bring Meeting to Order: Meeting brought to order at 7:04 p.m.
an in-person meeting at UARRC
2. Board Members & Alternates Present:

Diana Hauser (Unity)	Michael Berry (Thorndike)
Beth Soucie (Unity)	Robert Hogg (Troy)
Jenny Tibbetts (Jackson)	Greg Falzetta (Thorndike-ALT)
Paige Zeigler (Montville)	Don Pendleton (Dixmont-ALT)
Eleanor MacMackin (Freedom-ALT)	Jeff Reynolds (Staff)
Leigh Juskevica (Manager)	
3. Board Members & Alternates Absent:

Phil Bloomstein (Freedom)	Ross Nason (Dixmont)
Kip Penney (Knox)	Jeri Roberts (Jackson-ALT)
Sharon Hibbard (Montville)	
4. Agenda Adjustments:
a Budget vs. Actual presentation by Michael Solar Panel update by Michael
a thank-you card circulating for Steve
5. Approve June Minutes:
a Motion was Made, Seconded and Approved
June's Minutes were approved with 2 corrections
6. Meet & Greet with Leigh
Leigh Juskevica is our newly hired manager. She lives in Unity.
7. Manager's Report:
a verbal report from Jeff
Steve's new job is going well. We wish him all the best & thank him for his work at
the UARRC.
on July 26th a truckload of electronics is going out
glass crusher has a new screen
quarterly service for forklift was completed
question from Greg as to how much glass have we gotten rid of?
answer is not much. We are constantly looking for ways to use and recycle the glass

call from a warehouse in Bucksport wanting to 'give us' pallets of cardboard. Jeff visited the warehouse & inspected the pallets of cardboard. There are upwards of 50 to 60 pallets equaling 5/6 tons. Yes, we will take them.

8. Budget vs. Actual:

Michael went over several budget 'lines'.

Print-out is available from Michael.

9. Safety:

Greg, Don, Michael & Ross are on the committee and will meet.

Most Dept't of Labor listed violations have been resolved. We need to meet their deadline or accrue fines.

Cleanup needs to be done in front of electric panels.

10. Personnel Committee Report:

The Personnel Committee met on Monday July 10, 2023 at the UARRC

Phil, Diana, Beth & Michael were present.

We met to interview 2 applicants for vacant positions at the UARRC.

We met with Ron Hubbard who applied for Steve's position in the warehouse.

Ron has all the qualifications and met all requirements. He is very personable and has had extensive experience with working with the public.

The members of the Committee unanimously decided to hire Ron.

He was notified the next day and accepted the job offer. He has given notice at his present workplace.

We also met with Leigh Juskevics who applied for the Manager's position.

Her resume and job experience is excellent and the interview went very well.

We suggested that she start as Manager and as she grows into the position, she can pick up the Bookkeeping 'duties' if comfortable.

The members of the Committee unanimously decided to hire Leigh.

She was notified the next day and accepted the job offer. She has given notice at her present workplace.

All the work done by Board members and Personnel Committee members led to a good understanding of the duties and responsibilities of each position.

There were 'wage adjustments' proposed and discussed which we all agreed on.

Staff	Current Pay	Proposed Pay Increase	Increase Of	After 90 days
		1.030		1.052
Jeff	\$17.22	\$17.74	\$0.52	
Warehouse	\$14.08	\$14.50	\$0.42	\$15.26

Thank you to the Personnel Committee and to the Board.

Submitted to the Board by PC member Diana Hauser July 20, 2023

11. Solar Panel Update:

Discussion of our solar panels and whether or not to ‘purchase’ them.

Decided to schedule a discussion with more data at next meeting.

12. Master Planning Schedule:

Greg gave a very detailed description of a ‘master planning schedule’ which will tie into a grant-writing process, scheduled maintenance, reports due, safety checks due, minimum wage updates. It will be very organized and comprehensive.

13. Wrap & Assignments:

a reminder: there is no meeting in September

a thank-you to Jeff for serving as Manager

next meeting (August 17th) to be held at Tatoed Dad Brewery in Jackson (Jenny’s Brewery)

a discussion of safety committee & Dep’t of Labor issues at next meeting

more discussion of solar panel purchase at next meeting

14. Adjournment:

A Motion was Made, Seconded and Approved to adjourn at 8:15 p.m.

15. Minutes Submitted:

Diana Hauser (Unity) UARRC Secretary