

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
19 STANIFORD STREET, 1ST FLOOR
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CHARLES D. BAKER
GOVERNOR
KARYN E. POLITO
LIEUTENANT GOVERNOR

JOINT LABOR-MANAGEMENT
COMMITTEE FOR
MUNICIPAL POLICE AND FIRE
JOHN W. HANSON
CHAIR

MEETING MINUTES
FOR APRIL 26, 2017

Pursuant to M.G.L. c. 30A § 20(c), and the Open Meeting Law Regulations, 940 CMR 29.03 (6), a 3-Member Panel ("Panel") of the Joint Labor-Management Committee for Municipal Police and Fire ("JLMC") convened pursuant to Section 1, subsection 3(a), of Chapter 589 of the Acts of 1987, on:

DATE: April 26, 2017

TIME: 10:00 A.M.

LOCATION: Offices of the Joint Labor-Management Committee,
19 Staniford St., 1st Floor, Boston, MA 02114-2502

PANEL MEMBERS PRESENT: Chairman John Hanson; JLMC Member for Management, Dean Mazzarella, JLMC Member for Labor, Matthew Reddy

STAFF PRESENT: Senior Staff Rep. Joseph Hubley, Senior Staff Rep. George Driscoll, Brian McLa

MEDIATOR: Carol Gookin

ATTORNEYS: Philip Collins (Attorney for City of Woburn), Leah Barrault (Attorney for Woburn Firefighters Local 971).

OTHERS PRESENT: Sara Skibski, Brian McLaughlin, Robert Hammond, William Stuke, Jon Siafakas, George Poole, Thomas Graham, Phil Gray, Scott Galvin (Mayor of Woburn), Ellen Callhan Doucette, and Melissa Murray

OPEN SESSION:

Chairman John Hanson called the meeting to order at 10:55 A.M. for the purpose of holding a hearing pursuant to Section 1, subsection 3(a), of Chapter 589 of the Acts of 1987 with the understanding that the Parties would participate in a mediation facilitated by the Panel Members, Staff and the Mediator prior to the opening of such hearing in relation to the following matters:

- Woburn Firefighters Local 971 and the City of Woburn, JLMC No. 16-5291

The Woburn Firefighters Local 971 and the City of Woburn had previously submitted their statements of Issues for purposes of the 3(a) hearing and for arbitration which are attached hereto as Attachment A and Attachment B, respectively and are part of the record of this meeting and the 3(a) hearing.

Panel Member, Dean Mazzearella, made a Motion to go into Executive Session pursuant to G. L. c. 30A, s. 21(a)(9), **to meet or confer with a mediator, as defined in section 23C of chapter 233, with respect to any litigation or decision on any public business within its jurisdiction involving another party, group or entity, provided that:**

- (i) any decision to participate in mediation shall be made in an open session and the parties, issues involved and purpose of the mediation shall be disclosed; and
- (ii) no action shall be taken by any public body with respect to those issues which are the subject of the mediation without deliberation and approval for such action at an open session.

The Motion was seconded by Panel Member Reddy. By a Roll Call Vote, the Motion passed unanimously: Chairman Hanson: Aye ; Panel Member Reddy: Aye ; Panel Member Mazzearella: Aye.

The Chairman announced that the Panel would reconvene in Open Session. Thereupon, the Panel entered Executive Session.

EXECUTIVE SESSION:

The Town and the Union caucused separately with Staff Representatives, Panel Members and the Mediator to discuss the positions of the Parties with respect to issues raised by the Parties and to develop proposals for the resolution of the dispute between the Parties. Panel Members, Staff Representatives, and the Mediator also met separately to discuss issues raised by the Parties and to discuss and facilitate the exchange and consideration of proposals. After several exchanges of proposals and requests for clarification, the Parties were unable to reach agreement.

OPEN SESSION:

At 1:28 pm., the Panel reconvened in Open Session and Chairman Hanson called the meeting to order. Chairman Hanson called upon the Union, Woburn Firefighters, to present their Issues.

The Woburn Firefighters, represented by Ms. Barrault, presented the Union's Issues substantially as set forth in Attachment A and requested issue by issue arbitration by a tripartite panel.

The City of Woburn, represented by Mr. Collins, presented the City's Issues substantially as set forth in Attachment B. The City requested issue by issue arbitration by a tripartite panel.

Ms. Barrault requested that the sentence starting "additional deductions may be taken..." in the paragraph under Other Issues 1. Health Insurance in Attachment B be removed as it appears to allow the City to take more deductions than list. Mr. Collins stated that the paragraph is a written out explanation of items (1) and (2) listed above the paragraph. Ms. Barrault asked the Panel to rule on her request to remove the paragraph.

Mr. Collins objection to the inclusion of Vacation and EMT Stipend in the certified issues. Mr. Collins insists that the two issues were not discussed prior to mediation and should not be certified as such. Ms. Barrault stated that the Union and the City have discussed the two issues since the last contract negotiations in 2011 and it was discussed at the investigation with the mediator and the City.

At 2:30 P.M.. Chairman Hanson called for a recess.

The Panel reconvened at 2:50 P.M..

Chairman Hanson stated that he has spoken to the mediator in the case during the recess and was told that the issues of Vacation and EMT Stipend were discussed the day of the investigation.

Panel Member, Matthew Reddy, made a Motion to Deny the City's Objections to Union's Issues of Vacation and EMT Stipend.

The Motion was seconded by Chairman Hanson. By a Roll Call Vote, the Motion passed: Chairman Hanson: Aye; Panel Member Dean Mazzaella: Nay; Panel Member Reddy: Aye.

Panel Member, Dean Mazzaella, made a Motion to Deny the Union's Objections to the City's Language in the Health Insurance Issue.

The Motion was seconded by Chairman Hanson. By a Roll Call Vote, the Motion passed unanimously: Chairman Hanson: Aye; Panel Member Dean Mazzaella: Aye; Panel Member Reddy: Aye.

Chairman Hanson made a Motion to Split the City's Wage Issue in to Two Issues (Wages one issue and Step Increase one issue).

The Motion was seconded by Matthew Reddy. By a Roll Call Vote, the Motion passed unanimously: Chairman Hanson: Aye; Panel Member Dean Mazzaella: Aye; Panel Member Reddy: Aye.

Chairman Hanson spoke for the Panel and stated that the Panel had determined the following:

- Arbitration for this case would be by a tripartite panel.

Panel Member, Matthew Reddy, made a Motion to Send the Case to Arbitration.

The Motion was seconded by Dean Mazzaella. By a Roll Call Vote, the Motion passed unanimously: Chairman Hanson: Aye; Panel Member Dean Mazzaella: Aye; Panel Member Reddy: Aye ;

There being no further business, the Chair adjourned the meeting at 3:00 P.M.

Minutes Prepared by Gwenn Kelley, Collective Bargaining Election Specialist..

David B. Rome
Betsy Ehrenberg
Terence E. Coles
Katherine D. Shea
Alfred Gordon O'Connell
Tod A. Cochran
Leah M. Barrault
Patrick N. Bryant
Ian O. Russell
Jillian M. Ryan
James Hykel

April 24, 2017

VIA EMAIL

John Hanson, Chairman
Commonwealth of Massachusetts
Joint Labor Management Committee
19 Staniford Street, 1st Floor
Boston, MA 02114

**Re: Woburn Firefighters Local 971 and City of Woburn
JLM-16-5291**

Dear Committee:

Enclosed please find the Union's issues for arbitration. As to duration and wages, the Union proposes a three-year contract covering the time period of July 1, 2014-June 30, 2017 with the following cost-of-living increases:

- July 1, 2014- 4%
- July 1, 2015- 4%
- July 1, 2016- 4%

In the event that this Committee or selected arbitration panel grants the City's proposal for a fourth year ending June 30, 2018, the Union's wage position is as follows:

- July 1, 2014- 4%
- July 1, 2015- 4%
- July 1, 2016- 4%
- July 1, 2017- 4%

The Union's remaining four (4) issues are as follows:

1. **Article 6, Section 1:** Effective July 1, 2014, all employees shall receive a 5th week of vacation at 15 years.

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pylerome.com



2. **Article 14, Section 2:** Effective July 1, 2014, base salary increases shall be modified as follows:

- Associate's Degree- \$1250.00 to \$3000.00
- Bachelor's Degree - \$2500.00 to \$5000.00
- Master's Degree - \$3000.00 to \$7500.00

3. **Article 14, Section 3:** Effective July 1, 2014, increase EMT stipend from \$2500.00 to \$4000.00.

4. **New Article, Narcan Stipend:** Effective July 1, 2014, all employees shall receive an annual stipend equivalent to 2% of their base to be paid out on a weekly basis.

Sincerely yours,

Leah M. Barrault
Leah Marie Barrault

cc: Union Bargaining Team (via email)
Joe Hubley (via email)
Matthew Reddy (via email)

Attachment B
City's 3a Issues

COLLINS, LOUGHRAN & PELOQUIN, P.C.

Attorneys at Law
320 Norwood Park South
Norwood, Massachusetts 02062

Tel. (781) 762-2229 • Fax (781) 762-1803

www.collinslabor.com

Philip Collins
Leo J. Peloquin
Tim D. Norris
Joshua R. Coleman
Melissa R. Murray

Michael C. Loughran
Retired

April 19, 2017

Via Email & First-Class Mail

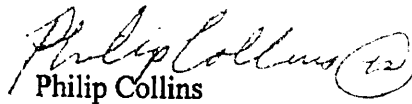
George Driscoll
Senior Staff Representative
Joint Labor Management Committee
Charles F. Hurley Building
19 Staniford Street, 1st Floor
Boston, MA 02114

Re: Woburn Firefighters, Local 971 and City of Woburn
Case No.: JLM-16-5291

Dear Mr. Driscoll:

Enclosed please find the City of Woburn's Submission for Section 3A Mediation and Hearing in the above-captioned matter.

Sincerely yours,


Philip Collins

PC/tmc
Enclosure

cc: The Honorable Scott D. Galvin (via email)
Ellen Callahan Doucette, Esq. (via email)

**COMMONWEALTH OF MASSACHUSETTS
BEFORE THE JOINT LABOR MANAGEMENT COMMITTEE
FOR POLICE AND FIRE**

WOBURN FIREFIGHTERS, LOCAL 971

and

CITY OF WOBURN

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Case No. JLM-16-5291

**City of Woburn's Submission
For Section 3A Mediation and Hearing**

Duration

The City proposes that the next agreement cover a four year period ending June 30, 2018 (a one year and a three year contract). This is the duration of several other municipal (and school) settlements.

Wages

The City proposes that the two step base salary under Appendix A be revised for firefighters hired on or after July 1, 2017, to a four step schedule where step 4 equals the maximum step for current firefighters, and each subsequent lower step is 0.94 of the step above it. For current unit members, the City of Woburn proposes the following across-the-board wage increases to the two-step salary schedule, contingent on the revision of health insurance contribution rates set forth below and on those revisions being effective on those dates:

Retroactive to July 1, 2014:	2.0%
Retroactive to July 1, 2015:	2.0%
Retroactive to July 1, 2016:	3.0%
Effective July 1, 2017:	1.75%
Effective January 1, 2018:	1.75%

Other Issues

1. **Health Insurance. (Article XXV).** HMO contribution levels will be revised as follows, in consideration of the wage increases above:

- (1) Fiscal year 2015: No change.
- (2) Retroactive to July 1, 2015, the City will pay 78%, employee will pay 22%.
- (3) Retroactive to July 1, 2016, the City will pay 77%, employee will pay 24%.
- (4) Effective July 1, 2017, the City will pay 75.5%, employee will pay 24.5%.
- (5) Effective January 1, 2018, the City will pay 75%, employee will pay 25%.

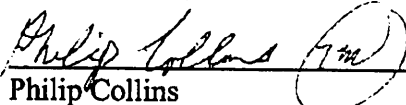
Additional deductions may be taken to offset the fact that the 20% employee contributions taken in Fiscal Years 2016 and 2017 (to date) were lower than the above rates. Corresponding reductions (and additional offsetting deductions) shall also be made in contribution levels for PPOs at the same intervals so that, effective January 1, 2018, the City will pay 60% and the employee will pay 40%. Specific co-pay language shall be deleted.

Opt Out. In accordance with the Mayor's policy implemented for other employee groups, the City will pay \$1,500 per year for eligible active employees who opt out of an individual health plan and \$3,000 per year for eligible active employees who opt out of a family health plan, as long as such employees have been covered on the City's health insurance for the previous 24 consecutive months. Employees who opt out of the City's health insurance plans cannot re-enroll for at least 12 months unless a qualifying event occurs.

2. **CDL Stipend.** The City proposes to delete Article 14, Section 4.
3. **Holdover Overtime.** Revise Article 4, Section 3(c) to provide holdover pay as follows:
 - (1) 0 to 15 minutes: grace period
 - (2) All overtime above 15 minutes shall be compensated in one-half (1/2) hour increments to the next one-half (1/2) hour.

Respectfully submitted,

CITY OF WOBURN,
By its Attorney,


Philip Collins
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