

DEPARTMENT OF LABOR RELATIONS ADVISORY COUNCIL

MEETING MINUTES

MEETING DATE: January 28, 2020
TIME: 1:00 P.M.
LOCATION: DEPARTMENT OF LABOR RELATIONS, 19 STANIFORD STREET, 1ST FLOOR
BOSTON, MASS. 02114

Advisory Council Members Present: Nicholas Anastasopoulos, Denise Casey, Bryan McMahon, Sheryl Pace-Webb, Michele Heffernan, Jay Siegel, Katherine Shea.

Ex Officio Members Present: Philip T. Roberts, DLR Director, Marjorie Wittner, CERB Chair.

Department of Labor Relations Staff Present: Samantha Singh.

Advisory Council Members Absent: Jodi Ross, John Mann.

1. CALL TO ORDER – Meeting was called to order at 1:00 p.m.
2. ADVISORY COUNCIL MEMBERSHIP CHANGES - Director Philip T. Roberts announced that on January 22, 2020, Council Member David Lucchino informed him that he was resigning from the Advisory Council effective immediately. With Lucchino's resignation we have five positions that can be filled, two union-side, one management-side and two at-large. Director Roberts said that he would like Members to suggest names of people who might be interested in serving on the Advisory Council to fill the current vacancies. He asked that Members submit candidate's name, contact information, who they work for, and their experience with DLR and Section 150E of the law by early next week.
3. APPROVAL OF MINUTES FROM 9-5-2019 MEETING – Marjorie Wittner asked that the minutes be revised to reflect that she attended as an ex officio member. With this change, Jay Siegel moved that the minutes be approved, Nick Anastasopoulos seconded the motion and the minutes were unanimously approved with Denise Casey abstaining as she did not attend the 9-5-2019 meeting.
4. CERB MEMBER INTERVIEWS – The Council discussed how the interview process would work and it was agreed that the previously circulated interview questions would be asked by the Members, in turn, and that follow-up questions would be allowed at any time. Candidates Kelly Strong and Katherine Lev were interviewed by the Council. Chair Wittner recused herself from interviewing Lev so that Lev could speak freely about her experience as a CERB Member. After the interviews were complete, Wittner returned for the discussion. There was discussion about relative merits of the candidates experience and all agreed that both candidates were qualified. There was some discussion about whether one or both candidates could be considered highly

qualified. Only two members indicated that they felt that one or both candidates could be considered highly qualified. Anastasopoulos made a motion of rank both candidates as qualified and the motion was seconded. The Council unanimously voted that both candidates should be ranked as qualified.

5. STAFFING UPDATE – Director Roberts updated the Advisory Council on staffing. DLR Hearing Officer Kerry Bonner resigned on 9-5-2019 and her position was filled in November by Jillian Bertrand, late of Pyle, Rome. DLR Chief Counsel Jane Gabriel has retired with her last day being December 31, 2019. Part-time Mediator Bob Dickson has announced that he has accepted a position as a Town HR Director and is resigning effective January 31, 2020. DLR has been authorized three additional FTEs, however, the DLR budget may not permit filling all three FTEs, plus Dickson’s ½ time FTE, at this time. DLR has posted the Chief Counsel position and there appear to be several good candidates, including one internal candidate. DLR has also posted one Counsel I position to be filled in Boston, one Counsel I position to be filled in Springfield and one Counsel II Hearing Officer position to be filled in Boston. Interviews will likely begin next week.
6. UPDATE ON TIME TARGETS - Director Roberts informed the Council that time targets have been established for key case-processing phases for all DLR case types. These time targets have been adapted and incorporated into the performance standards for all DLR employees.
7. NEXT MEETINGS – the next meeting of the Advisory Council will be April 2, 2020, at 10:00 a.m. and the following meeting is tentatively scheduled for August 6, 2020, subject to change after new Advisory Council members have been appointed.
8. At 3:52 p.m. the meeting was adjourned.