



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
19 STANIFORD STREET, 1ST FLOOR
BOSTON, MASSACHUSETTS 02114
Telephone: (617) 626-7158
FAX: (617) 626-5467
www.mass.gov/jlmc

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 11, 2018

DATE: April 11, 2018

TIME: 1:26 PM

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, Frank Fredrickson, JLMC Member for Labor, Michael Perreira

STAFF PRESENT: Senior Staff Rep. Donald Cummings, Senior Staff Rep. Daniel Morgado

MEDIATOR: Joseph Griffin

ATTORNEYS/REPRESENTATIVES: Joseph Fair (Attorney for Town of Abington), Brian Connor (IBPO Representative)

OTHERS PRESENT: (See sign-in sheet attached as Hearing Exhibit A)

OPEN SESSION:

Chairman John Hanson called the meeting to order at 1:26 PM for the purpose of holding a hearing pursuant to Section 1, subsection 3(a), of Chapter 589 of the Acts of 1987 in the following matter:

- **JLM-17-5745 – Abington IBPO Local 393 and the Town of Abington**

Chairman Hanson provided introductions made a series of statements for the record as to the history of this case that is now before the panel.

Abington IBPO Local 393 and the Town of Abington had previously submitted their statements of issues for purposes of the 3(a) hearing and for arbitration which are attached hereto as Union Exhibit #1 and Town Exhibit #1, respectively, and are a part of the record of this meeting and the 3(a) hearing.

The Chair recognized Thomas Delany who presented the Union's issues for arbitration, the Union's position on the issues and the Union's request for arbitration by a tripartite panel on an issue by issue basis.

The Chair then recognized Attorney Fair who presented the Town's issues for arbitration, the Town's position on the issues and the Town's request for arbitration by a tripartite panel on an issue by issue basis.

There was a period of discussion between the parties. Mr. Fair raised the following objections to the issues listed by the Union:

- The Union withdrew its on-the-record proposal for a change in the municipal department detail rate
- The Union's position on the private detail rate is \$52 when they were on the record at \$50 per hour.
- That issue #3 requires the Town to take a matter to a Town Meeting which is outside the scope of the Committee. He also advised that issue #5 was "nested".
- The Union never sought a fourth year and certainly not at 7%
- That issue #5 deals with assignment which is outside the scope of the Committee.

In support of his objections, he submitted the on-the-record proposals of the Union (Town Exhibit #2) that he argued showed that the municipal detail rate proposal had been dropped.

There was a general period of questioning by the panel members.

On a motion by Chairman Hanson, seconded by Mr. Clarkson the panel voted 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 JLM-17-5745 – IBPO, Abington Police Local 393 and the Town of Abington and return to open session upon the conclusion of the executive session.

The Motion passed by a roll call vote of Chairman John Hanson (Yes) ; Frank Fredrickson (Yes), Michael Perreira (Yes)

The panel went into executive session at 2:00 PM. Present were Chairman John Hanson; Frank Fredrickson and Michael Perreira. Also present were Donald Cummings, Daniel Morgado and Joseph Griffin.

The panel proceeded to question Mr. Griffin on the objections raised by Mr. Fair. Mr. Griffin advised that the change in the municipal department detail rate was dropped at the time of his initial involvement. Mr. Griffin also explained his involvement in the mediation process. At 2:30 PM, the Chair recessed the executive session for the purposes of meeting with the respective advocates and he met with the Union representatives. Subsequently, a proposal made by the Town earlier in the day was accepted by the Union.

The executive session was resumed for the purposes of leaving the executive session and the panel returned to open session.

There being no further business, the Chair adjourned the hearing at 3:15 PM with no action taken.

Minutes Prepared by Daniel Morgado, Senior Staff Representative.