



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
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JOINT LABOR-MANAGEMENT
COMMITTEE FOR
MUNICIPAL POLICE AND FIRE
JOHN W. HANSON
CHAIR

MEETING MINUTES
FOR NOVEMBER 27, 2017
MEETING OF 3(a)
PANEL

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, in the matter of **Medford Superior Police Officers and the City of Medford, JLM-16-5392**, on:

DATE: November 27, 2017 and February 6, 2018
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, John Nelson

STAFF PRESENT: Senior Staff Reps. Donald Cummings (Labor) and George Driscoll (Management)

ATTORNEYS & Authorized Representatives: Jay Sullivan (Attorney for the City), Gerard S. McAuliffe (Attorney for the Union)

OTHERS PRESENT: Carol Gookin, Mediator; Jennifer Dever (City of Medford), Leo A Sacco (Medford Chief of Police), Andrew M. O'Brien (Union), David F. Olsen (Union).

OPEN SESSION:

Chairman John Hanson called the meeting to order at 10:35 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 session facilitated by the Panel Members and the Staff prior to the opening of such hearing in relation to the following matters:

- **Medford Superior Police Officers and the City of Medford, JLM-16-5392**

After opening remarks, the Parties participated in a mediation session beginning at 10:40 A.M.

At 2:30 P.M., Chairman Hanson made a motion, seconded by Mr. Mazzarella, to recess the meeting until February 6, 2018, at 10:00 A.M.. The motion passed unanimously.

At 10:00 A.M. on February 6, 2018, the Panel reconvened and after opening remarks, the Parties participated in a mediation session.

At 2:35 P.M., the Parties recessed the mediation and Chairman Hanson opened the 3(a) Hearing for the purpose of taking the deposition testimony of Medford Chief of Police Leo A. Sacco, Jr.. Because of time constraints the Parties agreed to hear the testimony of Chief Sacco and to resume mediation thereafter. Attorney Sullivan and Attorney McAuliffe examined Chief Sacco under oath.

The Parties submitted their issues for the 3(a)Hearing which were marked City #1 and Union #1 respectively.

Attorney McAuliffe also submitted a document titled Administration Demands, which was Marked as Union #2. Attorney McAuliffe objected to the City's issues and argued that Union #2 supported the Union's argument that the City should not be permitted to submit any issues other than wages and duration because the remaining issues were only proposed after the Union filed its petition with the JLMC. Attorney Sullivan argued that there were no written ground rules and that the City had properly made oral proposals of its issues during negotiations.

No Motions were made and, at 3:10 P.M., Chairman Hanson recessed the hearing until May 3, 2018, at which time further mediation would be conducted and the hearing would be concluded.

On or about Wednesday, May 2, 2018, the Parties reported to JLMC staff that they had reached agreement and had settled the case. The May 3rd meeting was canceled and the meeting and hearing were closed administratively.

Minutes prepared by George Driscoll, Senior Staff

Approved 8/23/18