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

**JOINT LABOR MANAGEMENT COMMITTEE
FOR MUNICIPAL POLICE AND FIRE**

MEETING MINUTES FOR FEBRUARY 22, 2024

DATE: February 22, 2024

TIME: 11:00 a.m. - Full Committee Meeting

LOCATION:

Pursuant to "Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, s. 20" issued by Governor Baker dated March 12, 2020, this meeting was made publicly accessible and was conducted via Webex teleconference. Persons wishing to participate in or gain public access to this meeting could do so by making use of WebEx meeting software at <https://webex.com/downloads.html>

Meeting number (access code): 2332 263 9204

Meeting password: JvqeqHFc536

OPEN SESSION

Chairman Hanson called the meeting to order at 11:07 A.M. The Meeting was recorded.

The Chair made some general opening comments and greetings.

The Chair called the roll of those present:

Committee Members Present: Chairman Hanson; Management: Mazzarella, Johnson, Ansal di; Police: Andrews, Perreira; Fire: M. Reddy.

Alternates Present: Fire: Cross, Papagni, Green, Young; Police: DeMille, Papandrea, Nelson, Gibney, Napolitano, Gibney, Kenneally, Calderone, Bartolomei. Management: Mazzucco, Bain.

Staff Present: Cummings, Driscoll, Hubley, Markel

Others Present: Philip Roberts, Paul Hynes, Esq.

○ ***Administrative updates:***

Vote to accept the full Committee meeting minutes from February 8, 2024

Motion by Mazzarella, seconded by Cross: to accept the minutes from the full Committee meeting on February 8, 2024, as presented.

The Motion passed unanimously.

○ ***Chairman's Report:***

Chairman Hanson reported that Bob Markel is on Board as a new Senior Staff Representative for Management.

Phil Roberts reported that he has been in touch with the Secretary's office about the appointment of Tony Mazzucco as the Committee's Vice-Chair

Mr. Roberts reported that he is working on staff salaries to make them equivalent to Unit 6 and that the raises have been approved by Finance.

Chairman Hanson reported that, in the Springfield Superiors arbitration case, the union has requested that the arbitration panel review the arbitration decision because the union believes that there are errors in portions of the award dealing with shift bidding and vacation buyback that make it impossible to implement. Chairman Hanson said that he has been in touch with the parties and that it is his understanding that the arbitrator will try to reconvene the arbitration panel as soon as possible to get this resolved. Chairman Hanson said that it is a question of whether the arbitrator will look to resolve anything that both sides agree cannot be implemented and make changes accordingly. No action was taken by the Committee.

Review and Act on the following Petition, Jurisdiction and Awaiting Funding List (AFL) Cases

- | | | | |
|----------------|-------------------|------------|------------------|
| 1. JLM-22-9649 | Wilmington Police | Don/George | Awaiting Funding |
|----------------|-------------------|------------|------------------|

George Driscoll briefed the Committee and reported that, after several staff mediations, the Committee voted the case to a 3(a) hearing. Immediately prior to the scheduled 3(a) hearing, a mediation session was conducted by staff, committee members and Chairman Hanson. As a result, the parties were able to reach a mediated settlement which has been ratified by the parties. It is expected that the contract will need to be funded by Town Meeting.

Motion by Mazzarella, seconded by Andrews: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

2. JLM-23-9794 Acushnet Police Don/George Awaiting Funding

George Driscoll briefed the Committee and reported that, after several staff mediations, the parties met on their own and reached an agreement that has been ratified. The contract will be presented to Town Meeting for funding at a future date.

Motion by Mazzarella, seconded by Andrews: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

3. JLM-23-10041 Haverhill Fire Joe/George Awaiting Funding

Joe Hubley briefed the Committee and reported that, after two staff mediations, the parties met on their own and reached an agreement that has been ratified by the Union. The agreement will be presented to the City Council for funding at a future date.

Motion by M. Reddy, seconded by Ansaldi: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

4. JLM-23-10044 Southwick Police Don/George Awaiting Funding

George Driscoll briefed the Committee and reported that, after staff and committee level mediations, the parties met on their own and reached an agreement that has been ratified.

Motion by Andrews, seconded by Mazzarella: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

5. JLM-23-10057 Newton Police Patrol Don/George Vote a 3(a) Hearing

George Driscoll briefed the Committee and reported that, after staff and committee level mediations, the parties are still far apart and recommended moving the case to a 3(a) hearing.

Motion by Mazzarella, seconded by Andrews: to find that in the matter of Newton Police Association and City of Newton, JLM-23-10057, the issues have remained unresolved for an unreasonable period of time resulting in the apparent exhaustion of the process of collective bargaining, and that the Committee vote to hold a hearing pursuant to Section 1, subsection 3(a), as set forth in Chapter 589 of the Acts of 1987, with the panel members consisting of Calderone (Labor) and Mazzarella (Management), or other Committee members and/or senior staff that may be substituted as necessary by the respective Labor and/or Management Chairs pursuant to the rules, policies, and procedures of the Committee, and any other applicable provisions of law, with said panel to be chaired by John Hanson.

The Motion passed unanimously.

6. JLM-23-10122 Princeton Police Don/George Awaiting Funding

George Driscoll briefed the Committee and reported that the case had been scheduled for investigation but the parties requested additional time to negotiate which resulted in a settlement agreement that has been ratified.

Motion by Andrews, seconded by Mazzarella: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

7. JLM-23-10359 Arlington Police Sup. Don/George/Bob Jurisdiction

Don Cummings, George Driscoll and Bob Markel briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

Motion by Mazzarella, seconded by Andrews: to take jurisdiction in the case of Arlington Ranking Officers Association and the Town of Arlington, JLM-23-10359.

The Motion passed unanimously.

Motion by Mazzarella, seconded by Andrews: to assign the following Committee Members to the case of Arlington Ranking Officers Association and the Town of Arlington, JLM-23-10359: Ansaldi (Management) and Calderone (Labor) or substitutes as so designated by the Management and Police Chairs respectively.

The Motion passed unanimously.

- ***Vote to accept the following minutes of hearings held pursuant to Section 1, subsection (3)(a) of Chapter 589 of the Acts of 1987 (Provided quorum of panel members are present)***

N/A

- ***Act to approve alternate members pursuant to the Rules of the Committee***

N/A

- **Other Business**

Matt Reddy reported that there has been a problem with payments in the Medford Fire case and asked if the case has been removed. George Driscoll explained that the case is removed once the contract is reported funded. The case has been removed.

Chairman Hanson set the JLMC Meeting schedule through August 2024:

March 14, March 28, April 11, April 25, May 9, May 23, June 13, June 27, July 18, August 15.

- **Adjournment**

Motion by Cross, seconded by Mazarella: to adjourn the meeting.

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 11:34 AM.

Minutes accepted by the Committee on March 28, 2024.