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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 8, 2024**

DATE: February 8, 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 link: <https://eolwdma.webex.com/eolwdma/j.php?MTID=m1d06eaabf76ad84597d2790df72e736e>

Meeting number (access code): 2349 487 0807

Meeting password: mtPQVmGf222

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**OPEN SESSION**

Chairman Hanson called the meeting to order at 11:09 A.M.

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, Goldsmith; Police: Andrews, Perreira; Fire: M. Reddy, MacKinnon, Cabral.

**Alternates Present:** Fire: Cross, Papagni, Green; Police: DeMille, Papandrea, Nelson, Gibney, T. Reddy, Frederickson. Management: Mazzucco, Vecchio, Bain, Napolitano.

**Staff Present:** Cummings, Driscoll, Hubley, Markel

**Others Present:** Philip Roberts

○ ***Administrative updates:***

Vote to accept the full Committee meeting minutes from January 25, 2024

**Motion by Cross, seconded by Mazzarella: to accept the minutes from the full Committee meeting on January 25, 2024, as presented.**

**The Motion passed unanimously.**

○ ***Chairman's Report:***

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

Chairman Hanson recognized Rick Pedrini who is retiring from the Committee and thanked him for his good work.

Philip Roberts reported that the Committee's budget had been reduced in the Governor's budget but would like to see it increased to \$325,000 to accommodate salary increases for staff.

Chairman Hanson asked members of the Committee to help out with restoring and increasing the Committee's budget. Members indicated that they would help.

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

- |                 |                |            |              |
|-----------------|----------------|------------|--------------|
| 1. JLM-23-10370 | Worcester Fire | Joe/George | Jurisdiction |
|-----------------|----------------|------------|--------------|

Mike Papagni and Kathleen Johnson left the meeting prior to the calling of this agenda item and did not return until after discussion and voting had concluded.

Joe Hubley and George Driscoll briefed the Committee. Joe Hubley recommended jurisdiction. George Driscoll reported that the City objected to jurisdiction because the parties had only met to bargain two times.

**Motion by Cross: to take jurisdiction.**

The Motion was not seconded. There was further discussion.

Billy Cross said that four meetings had been canceled and the parties have been out of contract for seven months. Mayor Mazzarella asked what we have done with this situation in the past. George Driscoll said that we have taken jurisdiction and asked the parties to meet on their own prior to mediation. Billy Cross amended his Motion.

**Amended Motion by Cross, seconded by Mazzarella: to take jurisdiction in the case of Worcester Fire Fighters. Local 1009 and the City of Worcester, JLM-23-10370, provided that, once a first JLMC mediation date has been scheduled, the parties will schedule a meeting and meet to bargain on their own prior to the first JLMC mediation date.**

**The Motion passed unanimously.**

**Motion by Cross, seconded by Mazzarella: to assign the following Committee members to the case of Worcester Fire Fighters. Local 1009 and the City of Worcester, JLM-23-10370: Dean Mazzarella for Management and Matt Reddy for Fire.**

**The Motion passed unanimously.**

- |    |              |             |            |              |
|----|--------------|-------------|------------|--------------|
| 2. | JLM-23-10400 | Hudson Fire | Joe/George | Jurisdiction |
|----|--------------|-------------|------------|--------------|

Joe Hubley briefed the Committee and reported that the investigation had been completed and that he and George Driscoll recommended jurisdiction.

**Motion by Cross, seconded by Mazzarella: to take jurisdiction in the case of Hudson Fire Fighters, Local 1713, and the Town of Hudson, JLM-23-10400.**

**The Motion passed unanimously.**

**Motion by Cross, seconded by Mazzarella: to assign the following Committee members to the case of Hudson Fire Fighters, Local 1713, and the Town of Hudson, JLM-23-10400: Dori Vecchio for Management and Mike Papagni for Fire.**

**The Motion passed unanimously.**

- |    |             |                         |            |                     |
|----|-------------|-------------------------|------------|---------------------|
| 3. | JLM-22-9290 | Woburn Police Superiors | Don/George | Vote to Arbitration |
|----|-------------|-------------------------|------------|---------------------|

George Driscoll briefed the Committee and reported that this is the Committee's oldest case and that, after several staff mediations, a committee level mediation, and a mediation prior to the 3(a) hearing, the parties are still far apart. The 3(a) Panel unanimously recommended sending the case to arbitration.

**Motion by Andrews, seconded by Mazzarella: to send the case of Woburn Superior Officers Association and the City of Woburn, JLM-22-9290 to arbitration on an issue**

**by issue basis, before a tripartite panel consisting of a Management Member, a Labor Member and a neutral arbitrator selected in the usual manner.**

**The Motion passed unanimously.**

4. JLM-22-9521      Lawrence Police      Don/George      Move to Awaiting Funding

George Driscoll briefed the Committee and reported that, after several staff mediations, and a committee level mediation, the parties continued to meet on their own and reported that they had reached an agreement that has been ratified by the union. The agreement will be presented to the City Council for approval at a future date.

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

**The Motion passed unanimously.**

5. JLM-23-9958      Lakeville Police      Don/George      Vote a 3(a) Hearing

George Driscoll briefed the Committee and reported that, after several staff mediations and a committee level mediation the parties have not reached agreement and recommended moving the case to a 3(a) hearing.

**Motion by Mazzarella, seconded by Andrews: to find that in the matter of Lakeville Police Association and Town of Lakeville, JLM-23-9958, 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 Gibney(Labor) and Ansaldi (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-23-10176      Pembroke Superiors      Don/George      Awaiting Funding

George Driscoll reported that the parties requested additional time to meet and were able to reach an agreement that was ratified by the Union. The contract will go to Town Meeting for funding.

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

**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)***

JLM-22-9290 Woburn Police Superiors 1/29/2024 Hanson, Mazzearella, Pedrini

**Motion by Mazzearella, seconded by Hanson: to accept the minutes of the 3(a) Hearing.**

**The Motion passed unanimously.**

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

Alan Andrews designated Larry Napolitano, Sergeant in the Shrewsbury Police Department, as an alternate member of the Committee. There was no objection.

- **Other Business**

N/A

- **Adjournment**

**Motion by Cross, seconded by Mazzearella: to adjourn the meeting.**

**The Motion passed unanimously.**

Chairman Hanson adjourned the meeting at 11:44 AM.

*Minutes accepted by the Committee on February 22, 2024.*