



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

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

MEETING MINUTES FOR MARCH 24, 2022

DATE: March 24, 2022

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:

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Meeting number (access code): 2331 770 0766

Meeting password: bZs3nxhqk25

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Committee Members Present: Chairman Hanson; Police: Andrews, Perreira; Management: Goldsmith, Ansaldi, Johnson; Fire: M. Reddy, Cabral, MacKinnon.

Alternates Present: Fire: Keene, Cross, Young; Police: Nelson, T. Reddy, Kenneally; Management: Bain, McCall.

Staff Present: Cummings, Driscoll, Hubley, Morgado.

Others Present: Philip Roberts (DLR); Dave Koffman (MMA).

OPEN SESSION

Chairman Hanson called the meeting to order at 11:32 A.M.

The meeting was recorded by Chairman Hanson.

○ ***Administrative updates:***

- Vote to accept the full Committee meeting minutes from March 10, 2022.

Motion by Goldsmith, seconded by M.Reddy: to accept the minutes from the Committee meeting on March 10, 2022.

The Motion passed unanimously.

- Chairman Hanson informed the Committee that he would take up the issue of his re-appointment at the next meeting.

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

1. JLM-22-9012 Sturbridge Fire JOEH, DJM Vote on Jurisdiction

Mr. Hubley briefed the Committee and informed the Committee that the union side of the investigation has been scheduled.

Motion by Goldsmith: to take jurisdiction in the case of the Teamsters Local 170 and the Town of Sturbridge, JLM-22-9012.

There was no second. No action taken.

2. JLM-22-9096 Scituate Fire JOEH, DJM Vote on Jurisdiction

Mr. Morgado briefed the Committee.

Motion by M.Reddy, seconded by Goldsmith: to take jurisdiction in the case of the Scituate Firefighters Union, Local 1464 and the Town of Scituate, JLM-22-9096.

The Motion passed unanimously.

Motion by M.Reddy, seconded by Goldsmith: to assign the following Committee members to the case of Scituate Firefighters Union, Local 1464 and the Town of Scituate, JLM-22-9096: Cross for Fire and Hayes for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

3. JLM-21-8526 Middleton Police DC, GD Move to Awaiting Funding

Mr. Driscoll briefed the Committee.

Motion by Andrews, seconded by Goldsmith: to move the case to the Awaiting Funding list.

The Motion passed unanimously.

4. JLM-21-8810 North Andover Fire JOEH, GD Vote to 3(a) Hearing

Mr. Hubley and Mr. Driscoll briefed the Committee.

Motion by M. Reddy, seconded by Goldsmith: to find that in the matter of the North Andover Firefighters, Local 2035 IAFF and the Town of North Andover, JLM-21-8810, 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 David Keene (Labor) and Richard Tranfaglia (Management), or other Committee members and/or senior staff that may be substituted as necessary by the respective Labor and/or Management.

The Motion passed unanimously.

5. JLM-21-8682 Cohasset Fire JOEH, GD Vote to Arbitration

Motion by M.Reddy, seconded by Hanson: to find that in the matter of the Cohasset Permanent Firefighters, Local 2804 and the Town of Cohasset, JLM-21-8682, that there is an apparent exhaustion of the processes of collective bargaining which constitutes a potential threat to public welfare and that the Committee vote to send this case to arbitration by a tripartite panel consisting of Matthew Reddy (Labor) and Anthony Mazzucco (Management) and/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, and a neutral selected in accordance with the Committee's rules, policies and procedures, on an issue by issue basis, with said issues having been identified at the February 23 2022, hearing held pursuant to Section 1, Subsection 3(a), of Chapter 589 of the Acts of 1987.

Ms. Goldsmith made the following Amendment to Mr. Reddy's Motion, seconded by Mr. Hanson "for discussion": to add the following language at the end of Mr.

Reddy's Main Motion: "subject to the parties using their best efforts to schedule and conduct a meeting with Chairman Hanson prior to arbitration."

A discussion followed. Mr. Reddy objected to the delay in sending this case to arbitration and asked that the case be sent straight to arbitration. Chairman Hanson stated that the arbitrators list would go out tomorrow. Mr. Cross stated that the case should be sent straight to arbitration without any conditions. Other committee members asked questions and made comments. Mr. Reddy asked that it be stated in the record that he "strongly objects" to the amended motion and stated that it is a change in the process. A question was raised as to whether the Committee had the authority to force the parties to the table.

Chairman Hanson suggested an amendment to Ms. Goldsmith's Amended Motion which would "ask" the parties to meet. Mr. Hanson suggested the following friendly amendment to which Ms. Goldsmith agreed.

Second Amended Motion by Hanson, seconded by Goldsmith: to find that in the matter of the Cohasset Permanent Firefighters, Local 2804 and the Town of Cohasset, JLM-21-8682, that there is an apparent exhaustion of the processes of collective bargaining which constitutes a potential threat to public welfare and that the Committee vote to send this case to arbitration by a tripartite panel consisting of Matthew Reddy (Labor) and Anthony Mazzucco (Management) and/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, and a neutral selected in accordance with the Committee's rules, policies and procedures, on an issue by issue basis, with said issues having been identified at the February 23 2022, hearing held pursuant to Section 1, Subsection 3(a), of Chapter 589 of the Acts of 1987 *and ask the parties to make their best efforts to schedule and conduct a meeting with Chairman Hanson prior to arbitration.*

Chairman Hanson called for a vote.

The Second Amended Motion passed by a 2-1 margin with Hanson and Goldsmith voting in favor and M.Reddy voting against.

- ***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)***

Case No.	Organization	Date(s)	Panel Members
JLM-21-8682	Cohasset Fire	February 23, 2022	Hanson-Reddy-Mazzucco

Mr. Hanson stated that he needs additional time to review the 3(a) minutes. No action was taken.

- Adjournment

Motion by M.Reddy, seconded by Goldsmith: to adjourn the meeting.

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 12:12 PM.

Minutes drafted by George Driscoll, Senior Staff Representative

Minutes accepted by the Committee on April 14, 2022.