



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
March 29, 2018

DATE: March 29, 2018
TIME: 11:00 - Full Committee Meeting
LOCATION: Offices of the Joint Labor-Management Committee,
19 Staniford St., 1st Floor, Boston, MA 02114-2502

Committee Members Present: Chairman Hanson, Goldsmith (Mgmt), M. Reddy (Fire),
Perreira (Police)

Alternates Present: Bain (Mgmt), Nelson (Police), Calderone (Police), Frederickson
(Mgmt), T Reddy (Police), Clarkson (Mgmt)

Staff Present: Senior Staff Rep. Cummings, Senior Staff Rep. Morgado, Senior Staff Rep. Hubley;
Mediator Griffin; Mediator Feldman

Also: Kathleen Johnson, Asst City Manager – City of Worcester

- Chair Hanson called the meeting to order at 11:10 AM
- *Administrative updates*
 - Minutes from the February 8, 2018 JLMC meeting
 - Motion by Perreira and 2nd by M. Reddy and Goldsmith: To accept the Meeting Minutes from 2/8/18.
The Motion passed unanimously.
 - Chair Hanson advised that a new petition form was on the website that now requires a more complete record be submitted with a petition. He also advised that the annual Harvard University labor conference is scheduled for May 5th.
 - Fire Chair Reddy reported that the Chelmsford award was issued and addressed the matter of staffing.

- Management Chair Goldsmith introduced Kathleen Johnson the Assistant City Manager for the City of Worcester who will be proposed for appointment as an Alternate Management member.
- *Petition, Jurisdiction and Awaiting Funding List (AFL) Cases:*

	<u>Case Number</u>	<u>Organization</u>	<u>Mediator/Sr. Staff</u>	<u>Topic/Vote/Action</u>
1.	17-6075	Wayland Fire	HB	Move to AFL
	On a motion by M. Reddy, second by Goldsmith Case No. 17-6075 Wayland Fire was moved to Awaiting Funding.			
	Voted Unanimously			
2.	17-6139	Brookline Police	CG,DC,DJM	Vote to take Jurisdiction
	Cummings reported that there have been several mediations sessions as part of the investigation and that jurisdiction is warranted. On a motion by Perreira, second by Goldsmith the Committee voted take jurisdiction in the case of Brookline Police Union and the Town of Brookline JLM-17-6139.			
	Voted Unanimously			
	On a motion by Perreira, second by Goldsmith the Committee voted to assign the following Committee members to the case of Brookline Police Union and the Town of Brookline JLM-17-6139: Calderone/Perreira for Police and Petrin for Management or substitutes as so designated by the Police and Management Chairs and, if so-required, approved by the Chair of the Group.			
	Voted Unanimously			
3.	17-6180	Melrose Fire	CG,JOEH,DJM	Move to AFL
	On a motion by M. Reddy, second by Goldsmith Case No. 17-6180 Melrose Fire was moved to Awaiting Funding.			
	Voted Unanimously			
4.	17-6249	Walpole Fire	JOEH,DJM	Move to AFL
	On a motion by M. Reddy, second by Goldsmith Case No. 17-6249 Walpole Fire was moved to Awaiting Funding.			
	Voted Unanimously			
5.	17-6329	West Newbury Police	HB	Funded Remove
	It was reported that this contract settlement has been funded.			
	On a motion by Perreira, second by Goldsmith Case No. 17-6329 West Newbury Police was removed from the Committee's docket.			
	Voted Unanimously			
6.	17-6380	Chicopee Fire	SJS	Vote to take Jurisdiction
	It was reported that the mediator has completed her investigation and recommends jurisdiction.			
	On a motion by M. Reddy, second by Goldsmith the Committee voted to take jurisdiction in the case of Chicopee Firefighters Local 1710, IAFF and the City of Chicopee JLM-17-6380.			

Voted Unanimously

On a motion by M. Reddy, second by Goldsmith the Committee voted to assign the following Committee members to the case of Chicopee Firefighters Local 1710, IAFF and the City of Chicopee JLM-17-6380: Taylor for Fire and Mazzarella for Management or substitutes as so designated by the Fire and Management Chairs and, if so-required, approved by the Chair of the Group.

Voted Unanimously

Fire Chair Reddy advised that a Fire Committee member had attended an earlier session during the investigation and that the parties he was advised are close to a settlement.

7. 18-6534 NEPBA Montague Police SJS Vote to take Jurisdiction

It was reported that the mediator has completed her investigation and recommends jurisdiction.

On a motion by Perreira, second by Goldsmith the Committee voted take jurisdiction in the case of New England Police Benevolent Association and the Town of Montague JLM-18-6534.

Voted Unanimously

On a motion by Perreira, second by Goldsmith the Committee voted to assign the following Committee members to the case of New England Police Benevolent Association and the Town of Montague JLM-18-6534 Sedergren/Perreira for Police and Craver for Management or substitutes as so designated by the Police and Management Chairs and, if so-required, approved by the Chair of the Group.

Voted Unanimously

8. 17-6384 NEPBA Montague Police SJS,DC,GD Vote to take Jurisdiction

It was reported that the mediator has completed her investigation and recommends jurisdiction.

On a motion by Perreira, second by Goldsmith the Committee voted take jurisdiction in the case of New England Police Benevolent Association and the Town of Montague JLM-17-6384.

Voted Unanimously

On a motion by Perreira, second by Goldsmith the Committee voted to assign the following Committee members to the case of New England Police Benevolent Association and the Town of Montague JLM-17-6384 Sedergren/Perreira for Police and Craver for Management or substitutes as so designated by the Police and Management Chairs and, if so-required, approved by the Chair of the Group.

Voted Unanimously

9. 16-5595 New Bedford Police JG,DC,DJM Move to AFL

On a motion by Perreira, second by Goldsmith Case No. 16-5595 New Bedford Police was moved to Awaiting Funding.

Voted Unanimously

10. 17-6071 Pepperell Police & Sup Off HB,DJM,DC Move to AFL

On a motion by Perreira, second by Goldsmith Case No. 17-6071 Pepperell Police & Superior Officers was moved to Awaiting Funding.

Voted Unanimously

11. 17-6080 Barre Police Local 340 EF,DM,DC Tentative Agreement

A tentative agreement was reported for Barre Police.

12. 17-6105 Watertown Police DC,DJM,EF Vote to a 3a.

Mediator Feldmen reported that the parties have meet over several sessions and that the process is exhausted.

On a motion by Perreira, second by Goldsmith the Committee found that the issues involving the successor collective bargaining agreement in the matter of the Watertown Police Association and the Town of Watertown JLM-17-6105 have remained unresolved for an unreasonable period of time resulting in the apparent exhaustion of the process of collective bargaining, the Committee hereby votes 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 Gerald Hayes (Management) and Richard Pedrini (Labor) 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.

Voted Unanimously

13. 17-6170 Falmouth Police Patrol JG,JOEH,GD Tentative Agreement

Mediator Griffin reported that a tentative agreement has been reached on Falmouth Police Patrol.

14. 17-6221 Norwood Fire JOEH,DJM Move to AFL

Hubleby reported on the process of the parties settling this contract. M. Reddy reported that he and two others from the PFFM attended the ratification meeting.

On a motion by M. Reddy, second by Goldsmith Case No. 17-6221 Norwwood Fire was moved to Awaiting Funding.

Voted Unanimously

15. 17-6299 Billerica Fire HB,GD,JOEH Vote to 3a.

Hubleby reported that the parties have meet over several sessions and that the process is exhausted.

On a motion by M. Reddy, second by Goldsmith, the Committee found that the issues involving the successor collective bargaining agreement in the matter of the Billerica Firefighters, Local 1495 IAFF and the Town of Billerica JLM-17-6299 have remained unresolved for an unreasonable period of time resulting in the apparent exhaustion of the process of collective bargaining, the Committee hereby votes 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 John Petrin (Management) and David Keene (Labor) 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.

Voted Unanimously

16. 16-5556 Fall River Police CG,DC,GD Move to AFL

Perreira ask that this matter he held over to the next meeting.

17. 17-5748 Nantucket Police Patrol CG,DC,GD Move to AFL
18. 17-5749 Nantucket Police Superiors CG,DC,GD Move to AFL

On a motion by Perreira, second by Goldsmith, both Nantucket police cases were moved to Awaiting Funding.

Voted Unanimously

19. 17-6023 Chicopee Patrol SJS,DC,GD Move to AFL

On a motion by Perreira, second by Goldsmith, Case No. 17-6023 was moved to Awaiting Funding.

Voted Unanimously

20. 17-6330 Boston Police Superiors EF Move to AFL

Mediator Feldmen reported that this settlement has been funded.

On a motion by Perreira, second by Goldsmith, Case No. 17-6330 Boston Police Superiors was removed from the Committee's docket.

Voted Unanimously

21. 17-5933 Nantucket Fire CG,DM,JOEH Tentative Agreement

Hubley reported on a tentative agreement for Nantucket Fire.

Other Business

- Cummings reported that a tentative agreement was reach on Gloucester Police.
- M. Reddy spoke on the matter of Committee members being asked to come into a community by the Local while a petition is in the investigation stage. He advised that there was nothing he could do in this regard. Chair Hanson advised that he was of the opinion that having a Committee member present during the investigation and pre-committee level mediation stages undermines the mediator and puts the investigation and pre-committee level mediation processes in a different light. He has advised the mediators that they have the right to ask the Committee member leave, and if not, they are free to leave and re-schedule.
- Frederickson advised that he was organizing a training program for the Southeast Chiefs and he was looking for topics to include from both sides of the Committee.
- There being no further business before the Committee, Chairman Hanson adjourned the meeting a 11:45 AM

Minutes recorded by Daniel Morgado, Senior Staff Representative