



THE COMMONWEALTH OF MASSACHUSETTS
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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 AUGUST 19, 2021

DATE: August 19, 2021

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

LOCATION: Pursuant to the "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): 179 196 8820
Meeting password: MUmH4Th9yP5

More ways to join:

By phone
+1-617-315-0704 and enter the meeting number 179 196 8820

By video system or application
Dial 1791968820@eolwdma.webex.com
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Committee Members Present: Chairman Hanson; Fire: M.Reddy; Police: Andrews; Perreira; Management: Goldsmith, Mazzarella, Johnson.

Alternates Present: Fire: Keene, Cross; Police: Pedrini, Nelson, T.Reddy, Gibney; Management: Hayes, Bain, Aicardi, McCall, Williams.

Staff Present: Cummings, Driscoll, Hubley, Morgado.

Others Present: Philip Roberts (DLR), Elizabeth Valerio, Rosemary Pye, Leslie Williamson

OPEN SESSION

Chairman Hanson called the meeting to order at 11:04 A.M.

The meeting was recorded by Chairman Hanson.

○ ***Administrative updates:***

- Vote to accept the full Committee meeting minutes from July 15, 2021.

Motion by Cross, seconded by Goldsmith: to accept the minutes from the Committee meeting on July 15, 2021.

The Motion passed unanimously.

- Act to appoint Rosemary Pye, Esq. and Leslie Williamson, Jr., Esq. to the arbitrator list maintained by the Committee.

Chairman Hanson introduced Rosemary Pye and Leslie William who have applied to be included on the list of JLMC arbitrators. There were no questions from the Committee. The Chairman called for a motion.

Motion by Goldsmith, seconded by Cross: to appoint Rosemary Pye and Leslie Williamson to the Committee's list of arbitrators.

The Motion passed unanimously.

○ ***Chairman's report:***

- ***Discussion on the practice of case assignments of Committee Members***

Chairman Hanson opened a discussion on the appointment of Committee members to cases where multiple bargaining units from the same municipality have cases before the Committee at the same time. Mr. T. Reddy mentioned the possibility of conflict where two cases are being arbitrated at the same time. Mr. Hanson noted that each side has always appointed their own committee members; that the Committee can always talk about it if there's an issue; and that it's up to the chairs to appoint their committee members without interference. Ms. Goldsmith would prefer status quo and noted that the Committee can talk about it if there is an issue and that any issues can be brought up at a Committee meeting or with staff. Mr. Perreira stated that assigning the same committee member to multiple cases in the same municipality at the same time should be avoided unless there is a good reason. Mr. Andrews mentioned that two sets of eyes would have been good in a case where he had been assigned as a committee member for two units. Ms. Aicardi felt that there was no need for a rule and that the situation should be handled with professional courtesy. Mr. Hanson recommended sticking with the status quo and that any potential conflict with a case should be discussed at a Committee meeting. Mr. M.Reddy said that he would not be making a motion on the matter. Mr. Hanson said that the current practice would

remain status quo and if an issue arises it can be brought up and discussed. The Committee took no action.

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

1. JLM-21-8649 Amherst Fire JOEH,DJM Vote on Jurisdiction

Mr. Hubley briefed the Committee.

Motion by Cross, seconded by Goldsmith: to take jurisdiction in the case of the Amherst Firefighters, Local 1764 IAFF and the Town of Amherst, JLM-21-8649.

The Motion passed unanimously.

Motion by Cross, seconded by Goldsmith: to assign the following Committee members to the case of the Amherst Firefighters, Local 1764 IAFF and the Town of Amherst, JLM-21-8649: Cross for Fire and Johnson for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

2. JLM-21-8671 Holyoke Fire JOEH,DJM Vote on Jurisdiction

Mr. Hubley briefed the Committee.

Motion by Cross, seconded by Goldsmith: to take jurisdiction in the case of the Holyoke Firefighters, Local 1693 IAFF and the City of Holyoke, JLM-21-8671.

The Motion passed unanimously.

Motion by Cross, seconded by Goldsmith: to assign the following Committee members to the case of the Holyoke Firefighters, Local 1693 IAFF and the City of Holyoke, JLM-21-8671 : Keene for Fire and Mahoney for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

3. JLM-21-8682 Cohasset Fire JOEH,GD Vote on Jurisdiction

Mr. Hubley and Mr. Driscoll briefed the Committee. Mr. Driscoll noted that there is a dispute as to the number of on-the-record bargaining sessions and the Town asserts the right to make additional on-the-record proposals in accordance with the parties' ground rules prior to mediation, which will be noted in the investigation report. The parties are encouraged to work out this issue among themselves prior to mediation.

Motion by Cross, seconded by Goldsmith: to take jurisdiction in the case of the Cohasset Permanent Firefighters, Local 2804 IAFF and the Town of Cohasset, JLM-21-8682.

The Motion passed unanimously.

Motion by Cross, seconded by Goldsmith: to assign the following Committee members to the case of the Cohasset Permanent Firefighters, Local 2804 IAFF and the Town of Cohasset, JLM-

The Motion passed unanimously.

9. JLM-21-8598 Holliston Police JOEH,GD Vote to 3(a) Hearing

Mr. Driscoll briefed the Committee.

Motion by Andrews, seconded by Goldsmith: to find that in the matter of Holliston Police Association and the Town of Holliston, JLM-21-8598, 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 Thomas Reddy (Labor) and Tony Mazzucco (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 being chaired by John Hanson.

The Motion passed unanimously.

- **Vote to accept the following minutes of hearings held pursuant to Section 1, subsection 3(a), as set forth in Chapter 589 of the Acts of 1987.**

JLM-21-8471 Nantucket Fire June 17, 2021 Frederickson/Keene/Hanson

Motion by Keene, seconded by Hanson: to accept the minutes of the 3(a) hearing in the matter Nantucket Firefighters, Local 2509 IAFF and the Town of Nantucket, JLM-21-8471.

The Motion passed unanimously.

Other Business:

Ms. Goldsmith designated Kimberly William, Bridgewater Assistant Town Manager, as an Alternate Member of the Committee for Management.

Motion by Goldsmith, seconded by Andrews: to approve Kimberly Williams as an Alternate Member of the Committee for Management.

The Motion passed unanimously.

Adjournment

Motion by M.Cross, second by Goldsmith: to adjourn the Committee meeting.

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 11:49 AM.

Minutes drafted by George Driscoll, Senior Staff Representative.

Minutes Accepted by the Committee on September 23, 2021.

