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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 SEPTEMBER 8, 2022

DATE: September 8, 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>

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

Alternates Present: Fire: Cross, Keene, Young; Police: Bartolomei, DeMille, Kenneally; Calderone; Management: Bain, Mazzucco.

Staff Present: Cummings, Driscoll, Hubley.

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

OPEN SESSION

Chairman Hanson called the meeting to order at 11:06 A.M.

The Chair made some general opening comments and greetings and advised that the meeting was being recorded. The Chair called the roll of those present.

- ***Administrative updates:***

Vote to accept the full Committee meeting minutes from August 11, 2022.

Motion by Mazzarella, seconded by Cross: to accept the minutes from the Committee meeting on August 11, 2022, as presented.

The Motion passed unanimously.

- ***Chairman's Report:***

Chairman Hanson reported that he will be sworn in for his re-appointment as Committee Chair next Thursday.

The Chairman advised the Committee that he will be meeting with the Committee chairs, staff and Mr. Roberts to discuss the appointment of a Vice Chair.

Chairman Hanson advised the Committee that the Chelmsford Superiors decision had come down at DLR and copies would be made available to the Committee.

Mr. M. Reddy raised the question of in-person meetings. Mr. Hanson indicated that in-person mediations and 3(a) hearings would be permissible if nobody objected. Mr. Reddy stated that in-person made for better communication and mentioned hybrid meetings but also stated that he is not pushing it. Mr. Mazzucco indicated that he likes in-person mediation but also the idea of remote Committee meetings

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

1. JLM-22-9246 Belmont Police DC, GD Vote on Jurisdiction

Mr. Driscoll and Mr. Cummings briefed the Committee.

Motion by Mazzarella, seconded by Andrews: to take jurisdiction in the case of the Belmont Police Patrolman's Association and the Town of Belmont, JLM-22-9246.

The Motion passed unanimously.

Motion by Mazzarella, seconded by Andrews: to assign the following Committee members to the case of the Belmont Police Patrolman's Association and the Town of Belmont, JLM-22-9246: Kenneally/Gibney for Police and Kathleen Johnson for

Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

The Motion passed unanimously.

2. JLM-22-9288 Milton Police DC, GD Vote on Jurisdiction

This item was added in error. No Action.

3. JLM-22-9372 Weston Police DC, GD Vote on Jurisdiction

Mr. Driscoll briefed the Committee.

Motion by Andrews, seconded by Mazzarella: to take jurisdiction in the case of the New England Police Benevolent Association and the Town of Weston, JLM-22-9372.

The Motion passed unanimously.

Motion by Andrews, seconded by Mazzarella: to assign the following Committee members to the case of the New England Police Benevolent Association and the Town of Weston, JLM-22-9372 Andrews/Perreira for Police and Ansaldi for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

The Motion passed unanimously.

4. JLM-22-9383 Springfield Police DC, GD Vote on Jurisdiction

Mr. Driscoll and Mr. Cummings briefed the Committee.

Motion by Mazzarella, seconded by Bartolomei: to take jurisdiction in the case of the Springfield Police Officers Local 364 IBPO and the City of Springfield, JLM-22-9383.

The Motion passed unanimously.

Motion by Mazzarella, seconded by Bartolomei: to assign the following Committee members to the case of the Springfield Police Officers Local 364 IBPO and the City of Springfield, JLM-22-9383 Bartolomei/Calderone for Police and Mazzarella for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

5. JLM-22-9390 Springfield Fire JOEH, GD Vote on Jurisdiction

Mr. Hubley briefed the Committee.

Motion by M.Reddy, seconded by Mazzarella: to take jurisdiction in the case of the Springfield Firefighters Local 648 IAFF and the City of Springfield, JLM-22-9390.

The Motion passed unanimously.

Motion by M.Reddy, seconded by Mazzarella: to assign the following Committee members to the case of the Springfield Firefighters Local 648 IAFF and the City of Springfield, JLM-22-9390: Keene for Fire and Mazzarella for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

6. JLM-22-9413 Marlborough Fire JOEH, DJM Vote on Jurisdiction

Mr. Hubley briefed the Committee.

Motion by Mazzarella, seconded by M.Reddy: to take jurisdiction in the case of the Marlborough Firefighters Local 1714 IAFF and the City of Marlborough, JLM-22-9413.

The Motion passed unanimously.

Motion by Mazzarella, seconded by M.Reddy: to assign the following Committee members to the case of the Marlborough Firefighters Local 1714 IAFF and the City of Marlborough, JLM-22-9413: M.Reddy for Fire and Mazzarella for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

7. JLM-22-9426 Belmont Fire JOEH, GD Vote on Jurisdiction

Mr. Hubley and Mr. Driscoll briefed the Committee.

The union investigation has been completed but the management investigation will not be completed until September 15th. No action.

8. JLM-22-9461 Amesbury Fire JOEH, DJM Vote on Jurisdiction

Mr. Hubley briefed the Committee.

Motion by M. Reddy, seconded by Mazzarella: to take jurisdiction in the case of the Amesbury Firefighters Local 1783 IAFF and the City Amesbury, JLM-22-9461.

The Motion passed unanimously.

Motion by M. Reddy, seconded by Mazzarella: to assign the following Committee members to the case of the Amesbury Firefighters Local 1783 IAFF and the City Amesbury, JLM-22-9461: Cross for Fire and Mazzarella for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

9. JLM-21-8775 Littleton Fire JOEH, DJM Funded/Remove

Mr. Hubley briefed the Committee.

Motion by Mazzarella, seconded by M.Reddy: to remove the case from the Committee's docket as the contract has been funded by the Town.

The Motion passed unanimously.

10. JLM-21-8919 Sudbury Fire JOEH, GD Vote to 3(a) Hearing

Mr. Driscoll briefed the Committee.

Motion by M.Reddy, seconded by Mazzarella: to find that in the matter of the Sudbury Firefighters Local 2023 IAFF and the Town of Sudbury, JLM-21-8919, 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 James Young (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 to be chaired by John Hanson.

The Motion passed unanimously.

11. JLM-22-9158 Brookline Police DC, DJM Vote to Arbitration

Mr. Cummings briefed the Committee.

Motion by Mazzarella, seconded by Andrews: to find that in the matter of the Brookline Police Union and the Town of Brookline, JLM-22-9158, 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 Richard Pedrini (Labor) and Richard Tranfaglia (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 August 25, 2022, hearing held pursuant to Section 1, Subsection 3(a), of Chapter 589 of the Acts of 1987.

The Motion passed unanimously.

12. JLM-22-9174 Arlington Police DC, DJM Vote to 3(a) Hearing

Mr. Cummings briefed the Committee.

Motion by Mazzarella, seconded by Andrews: to find that in the matter of the Arlington Police Patrolmen's Association and the Town of Arlington, JLM-22-9174, 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 Alan Andrews (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 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.

13. JLM-22-9197 Fall River Fire JOEH, DJM Vote to 3(a) Hearing

Mr. Hubley briefed the Committee.

Motion by Mazzarella, seconded by M.Reddy: to find that in the matter of the Fall River Fire Fighters Local 1314 IAFF and the City of Fall River, JLM-22-9197, 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 Gerard Hayes (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.

14. JLM-22-9269 Holyoke Fire JOEH, DJM Vote to 3(a) Hearing

Mr. Hubley briefed the Committee.

Motion by M.Reddy, seconded by Mazzarella: to find that in the matter of the Holyoke Firefighters Local 1693 IAFF and the City of Holyoke, JLM-22-9269, 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 William Mahoney (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.

• *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-22-9158	Brookline Police	August 25, 2022	Hanson – Andrews – Tranfaglia

Motion by Andrews, seconded by Hanson: to accept the minutes of the 3(a) hearing in the case of Brookline Police Union and the Town of Brookline, JLM-22-9158.

The Motion passed unanimously.

- **Other Business**

Mr. Perreira asked if the so-called POST certification stipend has been a problem. Mr. Hanson responded that the issue has already been sent to arbitration.

Mr. M.Reddy inquired as to whether the fact that civil service exit has not been sent to arbitration as an issue in past cases has been discussed with management. Mr. Driscoll responded that he discusses it with management as early as the investigation in his cases.

- **Adjournment**

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

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 11:47 AM.

Minutes drafted by George Driscoll.

Minutes accepted by the Committee on September 22, 2022