



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

**MEETING MINUTES FOR**  
**October 24, 2019**

DATE: October 24, 2019  
TIME: 11:00 A.M. - Full Committee Meeting  
LOCATION: Office of the Joint Labor Management Committee,  
19 Staniford Street, First Floor, Boston, MA 02114

**Committee Members Present:** Chairman Hanson

**Alternates Present:** Police: Nelson, DeMille, Pedrini, Calderone. Management: McCall  
Fire: Cross.

**Staff Present:** Senior Staff Representatives; Driscoll, Hubley, Cummings, Morgado

**Department of Labor Relations:** Mediators Gookin, Griffin

Chairman Hanson called the meeting to order at 11:20 AM.

- **Administrative update:**
- Meeting Minutes from the September 12, 2019, meeting of the Committee.

**Motion by Cross, second by McCall: to approve the minutes for the September 12, 2019, meeting of the Committee.**

**The Motion passed unanimously.**

- Meeting Minutes from the September 26, 2019, meeting of the Committee.

**Motion by Cross, second by McCall: to approve the minutes for the September 26, 2019, meeting of the Committee.**

**The Motion passed unanimously.**

- **Chairman’s Report:**

The Chairman discussed drafting guidance for arbitration panels.

- **Petition, Jurisdiction, Awaiting Funding List (AFL) and Other Cases:**

Case Number	Organization	Mediator/Sr. Staff	Topic/Vote/Action
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- 19-7283      Foxborough Police                      JG,DC,DJM                      Move to Awaiting Funding

Mr. Morgado briefed the Committee.

**Motion by Nelson, second by McCall: to move the case to the Awaiting Funding List.**

**The Motion passed unanimously.**

- 19-7434      N. Attleborough Police                      CG,DC,GD                      Jurisdiction

Ms. Gookin briefed the Committee.

**Motion by Nelson, second by McCall: to take jurisdiction in the case of the North Attleborough Police Patrol Officers Association and the Town of North Attleborough, JLM-19-7434.**

**The Motion passed unanimously.**

**Motion by Nelson, second by McCall: to assign the following Committee members to the case of the North Attleborough Police Patrol Officers Association and the Town of North Attleborough, JLM-19-7434: Perreira/ Pedrini for Police and Johnson for Management as so designated and approved by the Police and Management Chairs respectively.**

**The Motion passed unanimously.**

- 19-7435      N. Attleborough Superiors                      CG,DC,GD                      Jurisdiction

Ms. Gookin briefed the Committee.

**Motion by Nelson, second by McCall: to take jurisdiction in the case of the North Attleborough Professional Police Officers Association and the Town of North Attleborough, JLM-19-7435.**

**The Motion passed unanimously.**

**Motion by Nelson, second by McCall: to assign the following Committee members to the case of the North Attleborough Professional Police Officers Association and the Town of North Attleborough, JLM-19-7435: Perreira/ Pedrini for Police and Johnson for Management as so designated and approved by the Police and Management Chairs respectively.**

**The Motion passed unanimously.**

- 19-7467      Fairhaven Police                      JG, DC, DJM                      Tentative Agreement

Mr. Morgado briefed the Committee and reported a tentative agreement. No action necessary.

- 19-7526      Hudson Police                      DC, DJM                      Tentative Agreement

Mr. Morgado briefed the Committee and reported a tentative agreement. No action necessary.

- 17-6081      Lawrence Police Superiors      DC, GD      Tentative Agreement

Mr. Cummings briefed the Committee and reported a tentative agreement. No action necessary.

- 18-6538      Lawrence Police      DC, GD      Vote to 3(a) Hearing  
Add Committee Member

Mr. Cummings briefed the Committee.

**Motion by Nelson, second by McCall: to find that in the matter of the Lawrence Patrolmen's Association and the City of Lawrence, JLM-18-6538, 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 DeMille (Labor) and Mazzarella (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.**

**Mr. Nelson designated William DeMille to substitute as Committee Member in this Case.**

- 18-6589      Salem Police      HB,DC,DJM      Move to Awaiting Funding

Mr. Cummings briefed the Committee.

**Motion by Nelson, second by McCall: to move the case to the Awaiting Funding List.**

**The Motion passed unanimously.**

- 18-6753      Beverly Police      DC,DJM      Move to Awaiting Funding

Mr. Cummings and Mr. Morgado briefed the Committee.

**Motion by Nelson, second by McCall: to move the case to the Awaiting Funding List.**

**The Motion passed unanimously.**

- 18-6752      Beverly Police Superiors      DC,DJM      Move to Awaiting Funding

Mr. Cummings and Mr. Morgado briefed the Committee.

**Motion by Nelson, second by McCall: to move the case to the Awaiting Funding List.**

**The Motion passed unanimously.**

- 18-6905      Dracut Fire      JOEH,DJM      Tentative Agreement

Mr. Morgado and Mr. Hubley briefed the Committee and reported a tentative agreement. No action necessary.

- 18-6957      Lowell Police      DC,DJM      Vote to Arbitration

Mr. Cummings briefed the Committee.

**Motion by Nelson, second by McCall: to find in the matter of the Lowell Police Association and the City of Lowell, JLM-18-6957, 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 John Nelson (Labor) and Dean Mazarella (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 October 3, 2019, hearing held pursuant to Section 1, Subsection 3(a), of Chapter 589 of the Acts of 1987.**

**The Motion passed unanimously.**

- 18-7036      Watertown Police Superiors      DC,DJM      Funded Remove

Mr. Morgado briefed the Committee.

**Motion by Nelson, second by McCall: to remove the case from the Committee's docket as the contract has been funded.**

**The Motion passed unanimously.**

- 19-7265      West Springfield Fire      JOEH,GD      Vote to Arbitration

Mr. Hubley and Mr. Driscoll briefed the Committee.

**Motion by Cross, second by McCall: to find in the matter of the West Springfield Fire Fighters, Local 2212, IAFF and the Town of West Springfield, JLM-19-7265, 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 Robert Taylor (Labor) and William Mahoney (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 October 3, 2019, hearing held pursuant to Section 1, Subsection 3(a), of Chapter 589 of the Acts of 1987.**

**The Motion passed unanimously.**

- 18-6933      Haverhill Police Superiors      DC,DJM      Funded Remove

Mr. Morgado briefed the Committee.

**Motion by Nelson, second by McCall: to remove the case from the Committee's docket as the contract has been funded.**

**The Motion passed unanimously.**

- 19-7385      Palmer Police      SJS      Funded Remove

Mr. Morgado briefed the Committee.

**Motion by Nelson, second by McCall: to remove the case from the Committee's docket as the contract has been funded.**

**The Motion passed unanimously.**

- 19-7397      Westfield Police                      SJS                      Funded Remove

Mr. Morgado briefed the Committee.

**Motion by Nelson, second by McCall: to remove the case from the Committee's docket as the contract has been funded.**

**The Motion passed unanimously.**

- 19-7332      Worcester Superiors                      EFB,JOEH,DJM                      Change Committee Member

**Mr. Nelson designated Larry Calderone as Labor Committee Member in the Worcester Superiors Case.**

Adjournment

**Motion by Nelson, second by McCall: to adjourn the meeting.**

**The Motion passed unanimously.**

Chairman Hanson adjourned the meeting at 11:47 AM.

Minutes recorded by George Driscoll, Senior Staff Representative

Minutes approved by the Committee on November 14, 2019