



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 25, 2018**

DATE: October 25, 2018  
TIME: 11:00 A.M. - Full Committee Meeting  
LOCATION: Offices of the Joint Labor-Management Committee,  
19 Staniford St., 1<sup>st</sup> Floor, Boston, MA 02114-2502

**Committee Members Present:** Chairman Hanson; Management: Tranfaglia (Acting Chair),  
Petrin (Police); Fire: M. Reddy

**Alternates Present:** Management: Johnson, Yanakakis; Police DeMille, T.Reddy  
(Acting Chair); Fire: Keene, Cross

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

**Others Present:** Philip Roberts (DLR)

- Chairman Hanson called the meeting to order at 11:15 A.M..
- *Administrative updates*

- Minutes from the October 11, 2018 meeting.

**Motion by M.Reddy, 2<sup>nd</sup> by Tranfaglia: to accept the Minutes from the October 11, 2018, Meeting.**

**The Motion passed unanimously.**

- Chairman's Report

Chairman Hanson discussed the new process for scheduling investigations whereby staff will assign three dates from which the parties may choose a date for the investigation. Mr. Hanson also discussed the shortage of mediators and the assignment of senior staff as mediators, the use of telephone investigations if necessary, and the goal of completing investigations within 30 days after filing of the petition. Mr. M. Reddy provided comments about the process.

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

Case Number	Organization	Mediator/Sr. Staff	Topic/Vote/Action
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- |           |                        |            |                           |
|-----------|------------------------|------------|---------------------------|
| • 18-6663 | <u>Gloucester Fire</u> | EF,JOEH,GD | Vote to Take Jurisdiction |
|-----------|------------------------|------------|---------------------------|

Mr. Hubley briefed the Committee.

**Motion by M.Reddy, second by Tranfaglia: to take jurisdiction in the case of Gloucester Firefighters, Local 762 and the City of Gloucester, JLM-18-6663.**

The motion passed unanimously.

**Motion by M.Reddy, second by Tranfaglia: to assign the following Committee members to the case of Gloucester Firefighters, Local 762 and the City of Gloucester, JLM-18-6663: M.Reddy/Cross for Fire and McCall for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.**

The Motion passed unanimously.

- |           |                  |              |                           |
|-----------|------------------|--------------|---------------------------|
| • 18-6809 | <u>Ware Fire</u> | SJS,JOEH,DJM | Vote to Take Jurisdiction |
|-----------|------------------|--------------|---------------------------|

Mr. Hubley briefed the Committee with a report from Ms. Skibski.

**Motion by M.Reddy, second by Tranfaglia: to take jurisdiction in the case of Ware Firefighters, Local 1851, IAFF and the Town of Ware, JLM-18-6809.**

The motion passed unanimously.

**Motion by M.Reddy, second by Tranfaglia: to assign the following Committee members to the case of of Ware Firefighters, Local 1851, IAFF and the Town of Ware, JLM-18-6809: Keene/Taylor for Fire and Craver for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.**

The Motion passed unanimously.

- |           |                      |            |                           |
|-----------|----------------------|------------|---------------------------|
| • 18-6848 | <u>Falmouth Fire</u> | JG,JOEH,GD | Vote to Take Jurisdiction |
|-----------|----------------------|------------|---------------------------|

Mr. Hubley briefed the Committee with a report from Mr. Griffin.

**Motion by M.Reddy, second by Tranfaglia: to take jurisdiction in the case of Falmouth Firefighters Local 1397, IAFF and the Town of Falmouth, JLM-18-6848.**

The motion passed unanimously.

**Motion by M.Reddy, second by Tranfaglia: to assign the following Committee members to the case of of Falmouth Firefighters Local 1397, IAFF and the Town of Falmouth, JLM-18-6848: Cross/Medeiros for Fire and Francis for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.**

The Motion passed unanimously.

- |           |                       |         |                           |
|-----------|-----------------------|---------|---------------------------|
| • 18-6864 | <u>Grafton Police</u> | DC, DJM | Vote to Take Jurisdiction |
|-----------|-----------------------|---------|---------------------------|

Mr. Morgado briefed the Committee.

**Motion by T.Reddy, second by Tranfaglia: to take jurisdiction in the case of Grafton Police Alliance and the Town of Grafton, JLM-18-6864.**

**The motion passed unanimously.**

**Motion by T.Reddy, second by Tranfaglia: to assign the following Committee members to the case of Grafton Police Alliance and the Town of Grafton, JLM-18-6864: Andrews/Pedrini for Police and Craver/Johnson for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.**

**The Motion passed unanimously.**

- 17-6002      Newton Police Superiors      EF, DC, GD      Vote to 3(a)

Mr. Cummings briefed the Committee and reported that both parties are in agreement that this case should be advanced to a 3(a) hearing.

**Motion by T.Reddy, Second by Tranfaglia: to find that the issues involving the successor collective bargaining agreement, in the matter of the Newton Police Superiors Association, Local 401 MCOP and the City of Newton, JLM-18-6002 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 Perreira (Labor) and Mazarella (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.**

- 17-6299      Billerica Fire      HB,JOEH,GD      Vote to Arbitration

Mr. Hubley and Mr. Petrin briefed the Committee.

**Motion by M.Reddy, Second by Tranfaglia: to find that, in the matter of the Billerica Firefighters, Local 1495, IAFF and the Town of Billerica, JLM-17-6299, that there is an apparent exhaustion of the processes of collective bargaining which constitutes a potential threat to the public welfare and that the Committee vote to send this case to arbitration by a tripartite panel consisting of David Keene (Labor), John Petrin (Management) 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 25, 2018, hearing held pursuant to Section 1, Subsection 3(a) of Chapter 589 of the Acts of 1987.**

**The Motion passed unanimously.**

- 18-6559      Marshfield Police      JG,DC,DJM      Funded/Remove

**Motion by T.Reddy, second by Tranfaglia: to remove this case from the Committee's docket as it has been funded.**

**The Motion passed unanimously.**

- 17-6132      Westfield Fire      SJS,JOEH,DJM      Petition Withdrawn

Chairman Hanson reported that the parties have settled the case and withdrawn the petition. No action required.

- M.Reddy asked that the Somerville Fire case be placed on the next agenda for discussion.

- Motion to Adjourn

**Motion by M.Reddy, second by Tranfaglia: to adjourn the meeting.**

**The Motion passed unanimously.**

Chairman Hanson adjourned the meeting at 11:41A.M.

Minutes recorded by George Driscoll, Senior Staff Representative

Minutes approved at November 8, 2018, JLMC Meeting