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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 NOVEMBER 13, 2025

DATE: November 13, 2025

TIME: 11:00 A.M. - Full Committee Meeting

LOCATION:

On March 28, 2025, Governor Healey signed into law Chapter 2 of the Acts 2025, an Act Extending Certain COVID-19 Measures Adopted During the State of Emergency which, among other things, further extends temporary provisions of the Open Meeting Law until June 30, 2027. Pursuant to this Act, persons wishing to participate in or gain public access to this meeting may do so remotely by making use of Webex meeting software <https://www.webex.com/downloads.html>.

Meeting link:

<https://eolwdma.webex.com/eolwdma/j.php?MTID=m70843c98e5d22810a477ca3db06f8932>

Meeting number: 2346 635 1538

Meeting password: 5UWx3twmVv7

OPEN SESSION

Chairman Hanson recognized that a quorum was present and called the meeting to order at 11:03 A.M. The meeting was recorded.

The Chair made some general opening comments and greetings.

The Chair called the roll of those present:

Committee Members Present: Chairman Hanson, Vice-Chair Mazzucco; Police: Perreira, Bartolomei; Management: Mazzarella, Ansaldi.

Alternates Present: Management: Aicardi, Bain, Fuller; Fire: Young, Cross, Green, Papagni; Police: Nelson, T. Reddy, Napolitano, Goncalves, Papandrea, Coppinger, Hill.

Staff Present: Driscoll, Hubley, Markel, Andrews

Others: Philip Roberts (DLR)

○ **Administrative updates:**

Vote to accept the full Committee meeting minutes from October 23, 2025.

Motion by Cross, seconded by Mazzarella: to accept the minutes from the full Committee meeting on October 23, 2025, as presented.

The Motion passed unanimously.

- **Chairman's Report:** The Chairman reported that John Nelson and Rich MacKinnon have been in touch with the Governor's Office about advancing the appointment of Alan Andrews as Senior Staff Representative for Labor. Chairman Hanson also reported that Tony Mazzucco has received his re-appointment as Vice Chair of the Committee.

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

1. JLM-25-10461 East Bridgewater Police RM Vote on Jurisdiction

Bob Markel briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

Motion by Perreira, seconded by Mazzarella: to take jurisdiction in the case of East Bridgewater Police Association and Town of East Bridgewater, JLM-25-10461.

The Motion passed unanimously.

Designation of Committee Members: TBD (Management) and Perreira/Kenneally (Labor) or substitutes as so designated by the Management and Police Chairs respectively.

2. JLM-24-10664 Littleton Police GD Funded/Remove

George Driscoll briefed the Committee and reported that, after staff and committee level mediations and a mediation prior to the scheduled 3(a) hearing the parties reached agreement. The contract has been funded by town meeting.

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

The Motion passed unanimously.

3. JLM-24-10905 Woburn Police Patrol GD Vote to Arbitration

George Driscoll briefed the Committee and reported that, after staff and Committee level mediations and mediation at the 3(a) hearing, the parties remain apart. The 3(a) panel recommends voting the case to arbitration the issues submitted by the parties.

Motion by Mazzearella, seconded by Perreira: to send the case of Woburn Police Patrol Association and City of Woburn, JLM-24-10905, to arbitration on an issue-by-issue basis upon the issues determined by the 3(a) Panel, before a tri-partite panel consisting of a Management Member, a Labor Member and a neutral arbitrator selected in the usual manner.

The Motion passed unanimously.

4. JLM-24-11035 Marshfield Fire GD/JH Funded/Remove

Joe Hubley briefed the Committee and reported that, after staff and committee level mediations, the parties reached agreement and the contract has been funded by town meeting.

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

The Motion passed unanimously.

5. JLM-25-11189 Bridgewater Police RM Vote to 3(a) Hearing

Bob Markel briefed the Committee and reported that, after staff and committee level mediations, the parties remain apart and a 3(a) hearing is recommended.

Motion by Mazzearella, seconded by Perreira: that, in the matter of Bridgewater Police Association and Town of Bridgewater, JLM-25-11189, 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) of the Acts of 1987, with panel members consisting of a Labor Committee Member and a Management Committee Member 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 or his designee.

The Motion passed unanimously.

6. JLM-25-11244 Northbridge Police GD Vote to 3(a) Hearing

George Driscoll briefed the Committee and reported that, after staff and committee level mediations, the parties remain apart and a 3(a) hearing is recommended.

Motion by Mazzarella, seconded by Perreira: that, in the matter of Fraternal Order of Police, Lodge 44 and Town of Northbridge, JLM-25-11244, 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) of the Acts of 1987, with panel members consisting of Papandrea or Goncalves (Labor) and Mary Aicardi (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 John Hanson or his designee.

The Motion passed unanimously.

7. JLM-25-11319 Fall River Fire GD/JH Vote to 3(a) Hearing

Joe Hubley briefed the Committee and reported that, after staff and committee level mediation, the parties were unable to reach agreement. Both staff and committee members are in agreement to recommend a 3(a) hearing.

Motion by Mazzarella, seconded by Cross: that, in the matter of Fall River Firefighters, Local 1314 and City of Fall River, JLM-25-11319, 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) of the Acts of 1987, with panel members consisting of M. Reddy (Labor) and 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 John Hanson or his designee.

The Motion passed unanimously.

8. JLM-25-11325 Bourne Fire GD/JH Funded/Remove

George Driscoll briefed the Committee and reported that the contract has been funded by town meeting.

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

The Motion passed unanimously.

9. JLM-25-11397 Harwich Fire GD/JH Funded/Remove

Joe Hubley briefed the Committee and reported that the contract has been funded.

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

The Motion passed unanimously.

10. JLM-25-11568 Plainville Police GD Vote on Jurisdiction

George Driscoll briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

Motion by Mazarella, seconded by Perreira: to take jurisdiction in the case of Plainville Police Association and Town of Plainville, JLM-25-11568.

The Motion passed unanimously.

Designation of Committee Members: TBD (Management) T. Reddy/Coppinger (Labor) or substitutes as so designated by the Management and Police Chairs respectively.

11. JLM-25-11571 Bourne Police GD Vote on Jurisdiction

George Driscoll briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

Motion by Mazarella, seconded by Perreira: to take jurisdiction in the case of NEPBA, Local 60 and Town of Bourne, JLM-25-11571.

The Motion passed unanimously.

Designation of Committee Members: Silva (Management) and Frederickson/Hill (Labor) or substitutes as so designated by the Management and Police Chairs respectively.

12. JLM-25-11600 New Bedford Fire RM/JH Vote on Jurisdiction

Joe Hubley and Bob Markel briefed the Committee on the investigation. Bob Markel reported that the City objects to jurisdiction and has filed a charge at DLR.

Motion by Cross, seconded by Bain (for discussion): to take jurisdiction in the case of New Bedford Fire Fighters, Local 841 and City of New Bedford, JLM-25-11600.

The Committee discussed the Motion.

The Motion passed by a 2-1 margin with Cross and Hanson voting in favor of the Motion and Mazarella voting against the Motion.

Designation of Committee Members: Gagne (Management) and M. Reddy (Labor) or substitutes as so designated by the Management and Fire Chairs respectively.

• 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)

JLM-24-10905 Woburn Police Hanson/Andrews/Mazzarella

The item was tabled.

- **Act to approve alternate members pursuant to the Rules of the Committee**

N/A

- **Other Business**

The Committee opened a discussion on various issues including location of 3(a) hearings, how many staff and committee level mediations should occur before moving to a 3(a) hearing, scheduling of committee level mediations, providing documents to Committee members.

- **Adjournment**

Motion by Mazzarella, seconded by Cross: to adjourn the meeting.

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 12:00 PM.

Minutes Accepted by the Committee on December 11, 2025