



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
November 14, 2019

DATE: November 14, 2019
TIME: 11:00 A.M. - Full Committee Meeting
LOCATION: Offices of the Joint Labor Management Committee, 19 Staniford Street,
First Floor, Boston, MA 02114-2502

Committee Members Present: Chairman Hanson; Police: Andrews, Perreira; Fire: M. Reddy, MacKinnon.

Alternates Present: Police: DeMille, Nelson, T.Reddy, Calderone; Management: Yanakakis, Clarkson, Baine; Fire: Cross, Keene.

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

Others Present: Philip Roberts, Executive Director, DLR; Lisa Adams (MMA);

Chairman Hanson called the meeting to order at 11:08 AM.

• **Administrative update:**

Meeting minutes from October 24, 2019

Motion by Yanakakis, second by M.Reddy: to approve the minutes of the October 24, 2019 Committee Meeting.

The Motion passed unanimously.

• **Chairman's Report:**

The Chairman set the dates for JLMC meetings from January through June 2020: January 9, January 23, February 13, February 27, March 12, March 26, April 9, April 23, May 14, May 28, June 11, June 25.

The Committee discussed a draft document entitled “Guidance for Joint Labor-Management Committee Members Serving on Arbitration Panels.” The Committee made no motions. The Committee took no action. The document was not accepted by the Committee.

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

Case Number	Organization	Mediator/Sr. Staff	Topic/Vote/Action
1. 19-7242	<u>Plymouth Patrol</u>	DC, GD	Jurisdiction Vote to 3(a) Hearing Arbitration

Mr. Cummings briefed the Committee.

Motion by Andrews, second by Yanakakis: to take jurisdiction in the case of the Plymouth Police Brotherhood, Local 453 MCOP and the Town of Plymouth - JLM-19-7242.

The motion passed unanimously.

Motion by Andrews, second by Yanakakis: to assign the following Committee members to the case of the Plymouth Police Brotherhood, Local 453 MCOP and the Town of Plymouth - JLM-19-7242, Michael Perreira for Police and Frank Frederickson for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

The motion passed unanimously.

Motion by Andrews, second by Yanakakis: I move that the Committee find that in the matter of the Plymouth Police Brotherhood, Local 453 MCOP and the Town of Plymouth - JLM-19-7242, 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 Michael Perreira (Labor) and Frank Frederickson (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.

Motion by Andrews, second by Yanakakis: to find that in the matter of the Plymouth Police Brotherhood, Local 453 MCOP and the Town of Plymouth - JLM-19-7242, 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 Michael Perreira (Labor) and Frank Frederickson (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 November 7, 2019, hearing held pursuant to Section 1, Subsection 3(a), of Chapter 589 of the Acts of 1987.

The motion passed unanimously.

2. 19-7416	<u>Auburn Police</u>	EFB,DC,DJM	Vote on Jurisdiction
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Motion by Andrews, second by Yanakakis: to take jurisdiction in the case of the Auburn Police Officers, Local 388 MCOP and the Town of Auburn – JLM-19-7416.

The motion passed unanimously.

Motion by Andrews, second by Yanakakis: to assign the following Committee members to the case of the Auburn Police Officers, Local 388 MCOP and the Town of Auburn – JLM-19-7416, Andrews 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.

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| 3. | 19-7467 | <u>Fairhaven Police</u> | JG, DC, DJM | Funded Remove |
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Mr. Morgado briefed the Committee.

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

The Motion passed unanimously.

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| 4. | 19-7470 | <u>Marlborough Fire</u> | EFB | Tentative Agreement |
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Mr. Hubley briefed the Committee and reported a tentative agreement. No Action.

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| 5. | 19-7471 | <u>Dighton Fire</u> | EFB | Tentative Agreement |
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Ms. Hubley briefed the Committee and reported a tentative agreement. No Action.

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| 6. | 19-7526 | <u>Hudson Police</u> | DC,DJM | Funded Remove |
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Mr. Morgado briefed the Committee. No Action.

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| 7. | 19-7534 | <u>Randolph Fire</u> | JOEH, GD | Tentative Agreement |
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Mr. Hubley briefed the Committee and reported a tentative agreement. No Action.

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| 8. | 19-7551 | <u>Lexington Fire</u> | JOEH, GD | Tentative Agreement |
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Mr. Hubley briefed the Committee and reported a tentative agreement. No Action.

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| 9. | 19-7562 | <u>Malden Fire</u> | JOEH, GD | Jurisdiction |
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Mr. Hubley briefed the Committee.

Motion by M.Reddy, second by Yanakakis: to take jurisdiction in the case of the Malden Firefighters, Local 902 IAFF and the City of Malden – JLM-19-7562.

The motion passed unanimously.

Motion by M.Reddy, second by Yanakakis: to assign the following Committee members to the case of the Malden Firefighters, Local 902 IAFF and the City of Malden – JLM-19-7562, Cross/M.Reddy for Fire and Troy Clarkson for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

Committee, and any other applicable provisions of law, with said panel to be chaired by John Hanson.

The motion passed unanimously.

14. 18-6558 Kingston Police Superiors JG, GD, JOEH Funded Remove

Mr. Hubley and Mr. Driscoll briefed the Committee.

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

The Motion passed unanimously.

15. 18-6589 Salem Police HB, DJM,DC Funded Remove

Mr. Morgado briefed the Committee. No Action.

16. 18-6753 Beverly Police DC,DJM Funded Remove

Mr. Morgado briefed the Committee.

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

The Motion passed unanimously.

17. 18-6752 Beverly Superiors DC,DJM Funded Remove

Mr. Morgado briefed the Committee.

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

The Motion passed unanimously.

18. 18-6848 Falmouth Fire JG,JOEH,GD Funded Remove

Mr. Cross briefed the Committee.

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

The Motion passed unanimously.

19. 19-7272 Fairhaven Fire JOEH,DJM Funded Remove

Mr. Morgado briefed the Committee.

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

The Motion passed unanimously.

20. 19-7283 Foxborough Police JG,DC,DJM Funded Remove

Mr. Morgado briefed the Committee.

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

The Motion passed unanimously.

18-6957

Lowell Police

3(a) Hearing Minutes

Motion by Perreira, second by Hanson: to approve the minutes of the 3(a) hearing on October 3, 2019.

The Motion passed Unanimously

Adjournment

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

Chairman Hanson adjourned the meeting at 12:01 P.M.

Minutes recorded by George Driscoll, Senior Staff Representative.

Minutes approved by the Committee at the December 12, 2019 Meeting.