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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 DECEMBER 11, 2025

DATE: December 11, 2025
TIME: 11:00 A.M. - Full Committee Meeting
LOCATION: Old Colonial Café
171 Nahatan Street
Norwood, MA 01908

OPEN SESSION

Chairman Hanson recognized that a quorum was present and called the meeting to order at 11:15 A.M.

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; Fire: M. Reddy, MacKinnon, Cabral; Police: Perreira, Bartolomei; Management: Ansal di.

Alternates Present: Management: Aicardi, Fuller, McCall, Gagne; Fire: Young, Cross, Green, Papagni, Green, Papagni; Police: T. Reddy, Goncalves, Papandrea, Frederickson, Rivera.

Staff Present: Driscoll, Hubley, Markel, Andrews

Others: Philip Roberts (DLR); Former Committee Members: Billy DeMille & Dan Morgado

○ **Administrative updates:**

Vote to accept the full Committee meeting minutes from November 13, 2025.

Motion by M. Reddy, seconded by Ansaldi: to accept the minutes from the full Committee meeting on November 13, 2025, as presented.

The Motion passed unanimously.

- **Chairman's Report:** John Hanson welcomed past Committee Member Billy DeMille and past Committee Member and Staff Member Dan Morgado to the meeting.

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

1. JLM-23-10214 Medford Police Patrol George AF

George Driscoll briefed the Committee and reported that the contract has been ratified but is awaiting funding.

Motion by Perreira, seconded by Ansaldi: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

2. JLM-24-10487 Medford Police Superiors George AF

George Driscoll briefed the Committee and reported that the contract has been ratified but is awaiting funding.

Motion by Perreira, seconded by Ansaldi: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

3. JLM-24-10689 Arlington Fire Bob/Joe AF

Bob Markel briefed the Committee and reported that the contract has been ratified but is awaiting funding.

Motion by M. Reddy, seconded by Ansaldi: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

4. JLM-24-11033 Chicopee Fire Bob/Joe AF

Bob Markel briefed the Committee and reported that the contract has been ratified but is awaiting funding.

Motion by M. Reddy, seconded by Ansaldi: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

5. JLM-25-11080 Westborough Police Patrol George Vote to 3a

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

Motion by Perreira, seconded by Ansaldi: that, in the matter of Westborough Police Patrolmen Local 366 and Town of Westborough, JLM-25-11080, 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 Napolitano (Labor) and Johnson (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.

6. JLM-25-11086 Brookline Fire Bob/Joe FR

Bob Markel reported that the contract has been funded by town meeting and the case can be removed.

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

The Motion passed unanimously.

7. JLM-25-11087 Springfield Fire George/Joe Vote to Arbitration

George Driscoll briefed the Committee and reported that staff and committee level mediations had been held as well as mediation at the 3(a) hearing. The 3(a) panel voted to recommend sending the case to arbitration. However, on the issues proposed by the parties, the 3(a) panel did not vote to certify the Union's issue for a 24-hour schedule by a 2-1 margin (Mazzarella and Mazzarella voting in favor and Green voting against).

There ensued a discussion substantially as follows. Rob Green said that not certifying the 24-hour schedule issue was an incorrect ruling. He noted that this issue had been certified in cases involving Seekonk, Worcester and Bellingham. Rich MacKinnon noted that, like in Springfield, Management opposed the 24-hour schedule in Worcester but it was still certified by the panel. Billy Cabral said that there needs to be consistency. Matt Reddy said that it was an incorrect decision. He had been the labor representative in the Seekonk case where the issue of a 24-hour schedule was certified. John Hanson said that, while in Springfield, he said he couldn't remember a case but he was incorrect and acknowledged that, in fact, he now understands that arbitrators had previously ruled on the 24-hour schedule in Worcester and Seekonk. He couldn't remember if there was an opposition. Rich MacKinnon remembered that there was opposition. John Hanson noted that the guidelines say that there is no appeal from the decision of the 3(a) Panel. Matt

• 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)

N/A

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

Mike Perreira designated Manuel Rivera of the Holyoke Police and the IBPO as a Police Alternate Member of the Committee without objection.

○ **Other Business**

Bob Markel reported tentative agreements in the following cases: Arlington Ranking Officers, Boylston Police and Weston Fire.

John Hanson, Mike Perreira, and Mary Aicardi thanked Billy DeMille for his contributions to the Committee. John Hanson and Anthony Ansaldi thanked Dan Morgado for his contributions to the Committee.

○ **Adjournment**

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

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 12:01 PM.

Accepted by the Committee on February 12, 2026