



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
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CHARLES D. BAKER
GOVERNOR
KARYN E. POLITO
LIEUTENANT GOVERNOR

JOINT LABOR-MANAGEMENT
COMMITTEE FOR
MUNICIPAL POLICE AND FIRE
JOHN W. HANSON
CHAIR

MEETING MINUTES FOR
December 13, 2018

DATE: December 13, 2018
TIME: 11:00 A.M. - Full Committee Meeting
LOCATION: Offices of the Joint Labor-Management Committee,
19 Staniford St., 1st Floor, Boston, MA 02114-2502

Committee Members Present: Chairman Hanson, M.Reddy (Fire), Andrews (Police),
Perreira (Police)

Alternates Present: **Management:** McCall (Acting Chair), Hayes, Frederickson
Police: DeMille, T.Reddy, Nelson; **Fire:** Cross,

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

Mediators Present: Gookin and Griffin

Others Present: Ed Srednicki (DLR); Lisa Adams (MMA);

- Chairman Hanson called the meeting to order at 11:09 AM.
- *Administrative updates*
 - Minutes from the November 8, 2018 meeting.

Motion by McCall, second by M. Reddy: to accept the Minutes from the November 8, 2018, Meeting.

The Motion passed unanimously.

- Chairman's Report

Chairman Hanson noted that he had been re-appointed as Chair by the Governor.

Chairman Hanson congratulated Ed Srednicki on his retirement.

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

Case Number	Organization	Mediator/Sr. Staff	Topic/Vote/Action
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|-----------|---------------------------|----------|---------------------------|
| • 18-6558 | <u>Kingston Superiors</u> | JG,DC,GD | Vote to Take Jurisdiction |
|-----------|---------------------------|----------|---------------------------|

Mr. Griffin briefed the Committee

Motion by Andrews, second by McCall: to take jurisdiction in the case of Kingston Superior Officers Association, Fraternal Order of Police, Lodge 50 and the Town of Kingston JLM-18-6558.

The motion passed unanimously.

Motion by Andrews, second by McCall: vote to assign the following Committee members to the case of the Kingston Superior Officers Association, Fraternal Order of Police, Lodge 50 and the Town of Kingston JLM-18-6558: Billy DeMille 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.

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|-----------|-------------------------|-----|---------------|
| • 18-6863 | <u>Worcester Police</u> | EFB | Funded/Remove |
|-----------|-------------------------|-----|---------------|

Mr. Morgado briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: to remove the case from the JLMC docket as it has been funded by the City.

The Motion passed unanimously.

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|-----------|-----------------------|-------|----------------------|
| • 18-6914 | <u>Orleans Police</u> | DC,GD | Vote to Jurisdiction |
|-----------|-----------------------|-------|----------------------|

Mr. Cummings briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: that the Committee vote to take jurisdiction in the case of the Orleans Police Federation and the Town of Orleans JLM-18-6914.

The Motion passed unanimously.

Motion by Andrews, second by McCall: to assign the following Committee members to the case of the Orleans Police Federation and the Town of Orleans JLM-18-6914: Perreira for Police and Goldsmith for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

The Motion passed unanimously.

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|-----------|---------------------------|-------|----------------------|
| • 18-6915 | <u>Easton Police Sup.</u> | DC,GD | Vote to Jurisdiction |
|-----------|---------------------------|-------|----------------------|

Mr. Cummings briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: that the Committee vote to take jurisdiction in the case of the Easton Police Supervisors Association and the Town of Easton JLM-18-6915.

The Motion passed unanimously.

Motion by Andrews, second by McCall: to assign the following Committee members to the case of the Easton Police Supervisors Association and the Town of Easton JLM-18-6915: Perreira for Police and

Yanakakis for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

The Motion passed unanimously.

- 18-6931 Ware Police DJM,DC Vote to Jurisdiction

Mr. Morgado briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: to take jurisdiction in the case of Ware Police Officers, NEPBA Local 178 and the Town of Ware JLM-18-6931.

The Motion passed unanimously.

Motion by Andrews, second by McCall: to assign the following Committee members to the case of Ware Police Officers, NEPBA Local 178 and the Town of Ware JLM-18-6931: DeMille for Police and Craver for Management or substitutes as so designated and approved by the Police and Management Chairs respectfully.

The Motion passed unanimously.

- 18-6932 Melrose Police DJM,DC Vote to Jurisdiction

Mr. Morgado briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: to take jurisdiction in the case of the Melrose Police Officers Association and the City of Melrose JLM-18-6932.

The Motion passed unanimously.

Motion by Andrews, second by McCall: vote to assign the following Committee members to the case of the Melrose Police Officers Association and the City of Melrose JLM-18-6932: Nelson for Police and McCall / Hayes for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

The Motion passed unanimously.

- 18-6933 Haverhill Police DJM,DC Vote to Jurisdiction

Mr. Morgado briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: to take jurisdiction in the case of the Haverhill Police Superiors Officers Union and the City of Haverhill JLM-18-6933.

The Motion passed unanimously.

Motion by Andrews, second by McCall: to assign the following Committee members to the case of the Haverhill Police Superiors Officers Union and the City of Haverhill JLM-18-6933: Andrews for Police and Mazzarella for Management or substitutes as so designated and approved by the Police and Management Chairs respectively.

The Motion passed unanimously.

- 18-6988 Canton Fire JOEH,DJM T/A

Mr. Morgado briefed the Committee on the status of the case and reported that the parties have reached a tentative agreement.

- 18-6893 Burlington Superiors CG,GD,DC Funded/Remove

Carol Gookin briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: to remove the case from the JLMC docket as it has been funded by the Town.

The Motion passed unanimously.

- 17-5934 Westwood Police JH Funded/Remove

Chairman Hanson briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: to remove the case from the JLMC docket as it has been funded by the Town.

The Motion passed unanimously.

- 17-6105 Watertown Police EFB,DC,DJM Comm. Member Change

Mr. Andrews designated and approved the substitution of Alan Andrews as the Police Committee Member in the case of Watertown Police Association and the Town of Watertown, JLM-17-6105.

- 18-6560 Hull Fire JG,GD,JOEH Vote to 3(a)

Mr. Griffin briefed the Committee on the status of the case.

Motion by M. Reddy, second by McCall: that the Committee find that the issues involving the successor collective bargaining agreement, in the matter of the Hull Fire Fighters, IAFF, Local 1657 and the Town of Hull JLM-18-6560, 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 William Cross (Labor) and Ted Alexiades (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.

- 18-6653 Plymouth Superiors JG,GD,DC Vote to 3(a)

Mr. Griffin briefed the Committee on the status of the case.

Motion by Andrews, second by McCall: that the Committee find that the issues involving the successor collective bargaining agreement, in the matter of the Plymouth Police Superior Officers Association and the Town of Plymouth JLM-18-6653, 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.

- 16-5261 Lawrence Fire JOEH, GD Move to AFL

Mr. Hanson briefed the Committee and reported that an arbitration award had been issued in the case.

Motion by M. Reddy, second by McCall: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

- 16-5501 Somerville Fire CG,JOEH, GD Move to AFL

Mr. Hanson briefed the Committee and reported that an arbitration award had been issued in the case.

Motion by M. Reddy, second by McCall: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

- 16-5531 Chelmsford Police DC,GD Funded/Remove

Mr. McCall left the room prior to any discussion on this agenda item and was replaced by Mr. Hayes as Acting Chair.

Motion by Andrews, second by Hayes: to remove the case from the JLMC docket as it has been funded by the Town.

The Motion passed unanimously.

Mr. McCall returned to the room following the vote on this agenda item and resumed his position as Acting Chair.

- 16-5556 Fall River Police CG,DC,GD Funded/Remove

Motion by Andrews, second by McCall: to remove the case from the JLMC docket as it has been funded by the City.

The Motion passed unanimously.

- 17-6299 Billerica Fire JOEH, GD Move to AFL

Mr. Hubley briefed the Committee on the status of the case and reported that a tentative agreement had been reached and ratified.

Motion by M. Reddy, second by McCall: to move the case to the Awaiting Funding List.

The Motion passed unanimously.

- 16-6358 Attleboro Fire CG,JOEH,DJM Funded/Remove

Mr. Morgado briefed the Committee on the status of the case.

Motion by M. Reddy, second by McCall: to remove the case from the JLMC docket as it has been funded by the City.

The Motion passed unanimously.

- 18-6848 Falmouth Fire JG,GD,JOEH Vote to 3(a)

Mr. Griffin briefed the Committee on the status of the case.

Motion by M. Reddy, second by McCall: that the issues involving the successor collective bargaining agreement, in the matter of the Falmouth Firefighters, Local 1397 and the Town of Falmouth JLM-18-6848, 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 Paul Mederios (Labor) and Tim Francis (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.

- Kingston Patrol JG Funded/Remove

Motion by Andrews, second by McCall: to remove the case from the JLMC docket as it has been funded by the City.

The Motion passed unanimously.

- Kingston Fire JG,JOEH,GD Funded/Remove

Motion by Andrews, second by McCall: to remove the case from the JLMC docket as it has been funded by the City.

The Motion passed unanimously.

- Bellingham Fire JG,JOEH,DJM Funded/Remove

Motion by M. Reddy, second by McCall: to remove the case from the JLMC docket as it has been funded by the City.

The Motion passed unanimously.

- Adjournment

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

The Motion passed unanimously

Chairman Hanson adjourned the meeting at 11:50 A.M..

Minutes recorded by George Driscoll, Senior Staff Representative

APPROVED at 1/24/2019 JLMC MEETING