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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 22, 2022**

DATE: December 22, 2022

TIME: 11:00 a.m. - Full Committee Meeting

LOCATION: Pursuant to "Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, s. 20" issued by Governor Baker dated March 12, 2020, this meeting was made publicly accessible and was conducted via Webex teleconference. Persons wishing to participate in or gain public access to this meeting could do so by making use of WebEx meeting software at <https://webex.com/downloads.html>

Meeting link:

<https://eolwdma.webex.com/eolwdma/j.php?MTID=m4b42814eee85a661a99a77ef69854a0e>

Meeting number (access code): 2341 588 6167

Meeting password: VmpK4SAJW84

More ways to join:

By phone dialing 1-617-315-0704 and entering access code 2341 588 6167  
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or 173.243.2.68 and enter meeting number 2341 588 6167

**Committee Members Present:** Chairman Hanson; Management: Mazzarella, Johnson, Goldsmith; Police: Andrews, Perreira; Fire: M.Reddy.

**Alternates Present:** Fire: Cross, Green; Police: Pedrini, Calderone, Kenneally, DeMille; Management: Mazzucco.

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

**Others Present:** Dave Koffman (MMA)

**OPEN SESSION**

Chairman Hanson called the meeting to order at 11:00 A.M.

The Chair made some general opening comments and greetings and advised that the meeting was being recorded.

The Chair called the roll of those present.

○ ***Administrative updates:***

Vote to accept the full Committee meeting minutes from November 10, 2022.

No action. Draft minutes for November 10 meeting will be on the agenda for the January 12, 2023 meeting.

○ ***Chairman's Report:***

Nothing new to report.

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

Case No.	Organization	Mediator/Sr. Staff	Topic/Vote/Action
1. JLM-22-9526	Weston Dispatchers	DC, GD	Remove Lack of Jurisdiction

Mr. Driscoll briefed the Committee and recommended that the Committee remove the case for lack of statutory jurisdiction.

**Motion by Perreira, seconded by Mazzarella: to remove the case for lack of jurisdiction.**

**The Motion passed unanimously.**

2. JLM-22-9594	Berkley Police	DC, GD	Remove Duplicate Petition
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Mr. Driscoll briefed the Committee and reported that this petition was insufficient and, as a result, the union filed a new petition under a different case number making this a duplicate.

**Motion by Andrews, seconded by Mazzarella: to remove the case from the Committee's docket as it is a duplicate petition.**

**The Motion passed unanimously.**

3. JLM-22-9600	Medford Fire	JOEH, GD	Vote on Jurisdiction
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Mr. Driscoll briefed the Committee. Based upon the investigation, Mr. Driscoll and Mr. Hubley recommended jurisdiction.

**Motion by Cross, seconded by Mazzarella: to take jurisdiction in the case of the Medford Fire Fighters Union Local 1032, IAFF and the City of Medford, JLM-22-9600.**

**The Motion passed unanimously.**

**Motion by Cross, seconded by Mazzarella: to assign the following Committee members to the case of the Medford Fire Fighters Union Local 1032, IAFF and the City of Medford, JLM-22-9600: Matt Reddy for Fire and Kathleen Johnson for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.**

**The Motion passed unanimously.**

4. JLM-22-9647      Northborough Fire      JOEH, DJM      Vote on Jurisdiction

Mr. Hubley briefed the Committee and, based upon the investigation, recommended jurisdiction.

**Motion by Cross, seconded by Mazzarella: to take jurisdiction in the case of the Northborough Fire Fighters Local 3057, IAFF and the Town of Northborough, JLM-22-9647.**

**Motion by Cross, seconded by Mazzarella: to assign the following Committee members to the case of the Northborough Fire Fighters Local 3057, IAFF and the Town of Northborough, JLM-22-9647: Cross for Fire and Tony Mazzucco for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.**

5. JLM-22-9656      Abington Fire      JOEH, DJM      Vote on Jurisdiction

Mr. Hubley briefed the Committee and, based upon the investigation, recommended jurisdiction.

**Motion by Cross, seconded by Mazzarella: to take jurisdiction in the case of Abington Firefighters Local 2080, IAFF and the Town of Abington, JLM-22-9656.**

**Motion by Cross, seconded by Mazzarella: to assign the following Committee members to the case of the Abington Firefighters Local 2080, IAFF and the Town of Abington, JLM-22-9656: Young for Fire and Anthony Ansaldi for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.**

6. JLM-21-8682      Cohasset Fire      JOEH, GD      Funded/Remove

Mr. Driscoll reported that an arbitration hearing had been held in this case but the parties continued to meet and eventually reached agreement on their own. The Town reported that the contract has been funded.

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

**The Motion passed unanimously.**

7. JLM-21-8830      Hopedale Fire      JOEH, GD      Move to Awaiting Funding

Mr. Driscoll briefed the Committee and reported that, after staff and committee level mediations, the parties reached an agreement that has been fully ratified and funded by the Town. There was an issue with retro checks but the Town reported that retro checks will be issued next week.

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

**The Motion passed unanimously.**

8. JLM-21-8913      Melrose Police      DC, DJM      Move to Awaiting Funding

Mr. Morgado briefed the Committee by advising that the parties had reached a voluntary agreement and have avoided a scheduled arbitration. He recommended moving the case to the Awaiting Funding List.

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

**The Motion passed unanimously.**

9. JLM-22-9277      Beverly Police Superiors      DC, DJM      Vote to 3(a) Hearing

Mr. Morgado briefed the Committee and advised that parties remain apart after two staff mediations and one committee level mediation. Despite the best efforts of the parties and those involved, a settlement has not been reached. The committee members and senior staff recommend moving the case to a 3(a) hearing.

**Motion by Perreira, seconded by Mazzarella: to find that in the matter of the Beverly Police Superior Officers Association and the City of Beverly, JLM-22-9277, 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 John Nelson (Labor) and Richard Tranfaglia (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.**

10. JLM-22-9314      Norfolk Fire      JOEH, DJM      Move to Awaiting Funding

Mr. Morgado briefed the Committee and reported that, as a result of staff level mediations, the parties reached agreement and recommended moving the case to the awaiting funding list.

**Motion by Cross, seconded by Mazzarella: to move the case to the Awaiting Funding List.**

**The Motion passed unanimously.**

11. JLM-22-9372      Weston Police      DC, GD      Funded/Remove

Mr. Driscoll briefed the Committee and reported that, as a result of staff level mediations, the parties were very close and worked out the final language issues on their own. The contract has been fully ratified and funded as of last evening.

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

**The Motion passed unanimously.**

12. JLM-22-9413      Marlborough Fire      JOEH, DJM      Tentative Agreement

Mr. Morgado reported that the parties had reached a tentative agreement. He cited the excellent work of the committee members. No action required.

13. JLM-21-8587      Halifax Police      DC, GD      Funded/Remove

Mr. Driscoll reported that this case was settled after several staff level mediations. The contract has been funded by the Town.

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

**The Motion passed unanimously.**

14. JLM-21-8839      West Springfield Police      DC, GD      Funded/Remove

Mr. Driscoll reported that this case was settled after several staff level mediations. The parties were close after the mediation sessions and then worked out the final details between themselves. The contract was funded by the town council on November 7, 2022.

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

**The Motion passed unanimously.**

15. JLM-22-9017      Belmont Police Superiors      DC, GD      Funded/Remove

Mr. Driscoll reported that this case was settled as a result of staff level mediations and a committee level mediation. The contract has been funded by the Town.

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

**The Motion passed unanimously.**

16. JLM-22-9084      East Longmeadow Police      DC, GD      Funded/Remove

Mr. Driscoll reported that this case was settled after a staff level mediation. The parties were very close and worked out the final details of the agreement on their own. The contract was funded on April 12, 2022.

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

**The Motion passed unanimously.**

17. JLM-22-9171      Westfield Police      DC, GD      Funded/Remove

Mr. Driscoll reported that this case was very close after two staff level mediations and a committee level mediation and finally settled after a brief mediation at a 3(a) hearing. The contract was funded last week.

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

**The Motion passed unanimously.**

**• 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)**

Case No.	Organization	Date(s)	Panel Members
JLM-22-5509	Holyoke Fire	October 24, 2022	Hanson – Keene – Mahoney

**Motion by Andrews, seconded by Hanson: to accept the meeting minutes from the 3(a) hearing on October 24, 2022.**

**The Motion passed unanimously.**

JLM-22-9174      Arlington Police      November 9, 2022      Hanson-Andrews-Tranfaglia

No Quorum. No Action

- **Other Business**

Mr. Hubley and Mr. Driscoll reported that, after two staff level mediations, a tentative agreement has been reached in the Belmont Fire case. An MOA is being drafted and a ratification vote is being scheduled.

Chairman Hanson thanked all Staff and Committee members for their good work in 2022.

- **Adjournment**

**Motion by Mazzearella, seconded by Cross: to adjourn the meeting.**

**The Motion passed unanimously.**

Chairman Hanson adjourned the meeting at 11:34 AM.

*Minutes drafted by George Driscoll.*

*Minutes Accepted by the Committee on 1/12/23*

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