



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

**JOINT LABOR MANAGEMENT COMMITTEE
FOR MUNICIPAL POLICE AND FIRE**

MEETING MINUTES FOR FEBRUARY 13, 2020

DATE: February 13, 2020

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: Perreira; Fire: M.Reddy

Alternates Present: Police DeMille, Nelson, Pedrini, T.Reddy; Management: Yanakakis; Fire:
Cross.

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

Others Present: Joseph Griffin, Mediator

Chairman Hanson called the meeting to order at 11:03 AM.

Administrative Update:

Chairman Hanson asked that the Chairs of each group of the Committee submit on the record the names of the alternate members for each group. of his appointment as an arbitrator.

Management submitted the following alternate members:

Mary Aicardi	Watertown Personnel Director (Former)
David Bain	Gloucester Personnel Director (Ret.)
David Colton	Easton Town Administrator (Former)
Robin Craver	Provincetown Town Manager
Diane Crimmins	Belmont Human Resources Director (Ret.)
Frank Frederickson	Yarmouth Police Chief
Tim Francis	Fairhaven Fire Chief
Patrice Garvin	Belmont Town Administrator

Edward Gibson	Southampton Town Administrator
Gerard Hayes	Brookline Human Resources Director (Ret.)
William Mahoney	Springfield Director of Human Resources
Michael McCall	Chelmsford Assistant Town Manager
John Petrin	Burlington Town Administrator (Ret.)
Elizabeth Sullivan	Dennis Town Administrator

Fire submitted the following alternate members:

Billy Cross
 David Keene
 Bobby Taylor
 Craig Long
 Paul Medeiros
 Jay Colbert

No objection was made to either list.
 The Police will submit their list at the next meeting.

The Chair recognized Mr. M. Reddy who voiced his objection to Civil Service being raised as an issue in the Chelmsford Fire and Watertown Fire cases.

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

Case Number	Organization	Mediator/Sr. Staff	Topic/Vote/Action
19-7526	<u>Hudson Police</u>	DC,DJM	Move to Awaiting Funding

Mr. Morgado briefed the Committee.

Motion by Perreira, second by Yanakakis: to move the case to Awaiting Funding.

The Motion passed unanimously.

19-7654	<u>Duxbury Police</u>	JG,DC,GD	Jurisdiction
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Mr. Griffin briefed the Committee.

Motion by Perreira, second by Yanakakis: to take jurisdiction in the case of Duxbury Police Union, MCOP Local 376B and the Town of Duxbury, JLM-19-7654.

The Motion passed unanimously.

Motion by Perreira, second by Yanakakis: to assign the following Committee members to the case of Duxbury Police Union, MCOP Local 376B and the Town of Duxbury, JLM-19-7654: DeMille/Perreira for Police and Frederickson for Management or substitutes as so designated and approved by the Police and Management Chairs, respectively.

The Motion passed unanimously.

19-7702 Auburn Police Sup. DC,DJM Jurisdiction

Mr. Cummings briefed the Committee.

Motion by Perreira, second by Yanakakis: to take jurisdiction in the case of Auburn Police Superiors, MCOP 388B and the Town of Auburn, JLM-19-7702.

The Motion passed unanimously.

Motion by Perreira, second by Yanakakis: to assign the following Committee members to the case of Auburn Police Superiors, MCOP 388B and the Town of Auburn, JLM-19-7702: Perreira/T.Reddy for Police, Johnson for Management or substitutes as so designated and approved by the Police and Management Chairs, respectively.

The Motion passed unanimously.

19-7703 West Brookfield Police DC,DJM Jurisdiction

Mr. Morgado briefed the Committee.

Motion by Perreira, second by Yanakakis: to take jurisdiction in the case of West Brookfield Police Association and the Town of West Brookfield, JLM-19-7703

The Motion passed unanimously.

Motion by Perreira, second by Yanakakis: to assign the following Committee members to the case of West Brookfield Police Association and the Town of West Brookfield, JLM-19-7703 : Pedrini/Calderone for Police, Aicardi for Management or substitutes as so designated and approved by the Police and Management Chairs, respectively.

The Motion passed unanimously.

19-7755 Boxford Patrol DC,DJM Jurisdiction

Mr. Morgado briefed the Committee.

Motion by Perreira, second by Yanakakis: to take jurisdiction in the case of Boxford Police Patrol Officers, Teamsters Local 25 and the Town of Boxford , JLM-19-7755.

The Motion passed unanimously.

Motion by Perreira, second by Yanakakis: to assign the following Committee members to the case of Boxford Police Patrol Officers, Teamsters Local 25 and the Town of Boxford, JLM-19-7755: T.Reddy/Nelson for Police, Yanakakis for Management or substitutes as so designated and approved by the Police and Management Chairs, respectively.

The Motion passed unanimously.

17-6081 Lawrence Police Superiors GD, DC Funded/Remove

Mr. Cummings briefed the Committee.

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

19-7332 Worcester Police Superiors EFB,JOEH,DJM Vote to Arbitration

Mr. Morgado briefed the Committee.

Motion by Perreira, second by Yanakakis: to find that, in the matter of Worcester Police Superiors, NAGE/IBPO Local 504 and the City of Worcester, JLM-19-7332, 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 Larry Calderone or John Nelson (Labor) and Dean Mazzarella (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 January 22, 2020, hearing held pursuant to Section 1, subsection 3(a) of Chapter 589 or the Acts of 1987.

The Motion passed unanimously.

19-7433 Chelmsford Fire JOEH, GD Vote to Arbitration

Mr. Hubley briefed the Committee.

Motion by M.Reddy, second by Yanakakis: to find that, in the matter of Chelmsford Fire Fighters Union, Local 1839 IAFF and the the Town of Chelmsford, JLM-19-7433, 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 M. Reddy (Labor) and John Petrin (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 February 6, 2020, hearing held pursuant to Section 1, subsection 3(a) of Chapter 589 or the Acts of 1987.

The Motion passed unanimously.

19-7677 Acton Fire JOEH,DJM Vote to 3(a) Hearing

Mr. Hubley briefed the Committee.

Motion by M.Reddy, second by Yanakakis: to find that, in the matter of Acton Permanent Firefighters Union, Local 1904 IAFF and the Town of Acton, JLM-19-7677, that 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 David Keene (Labor) and Gerard 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 by John Hanson.

The Motion passed unanimously.

19-7332 Worcester Police Superiors

JOEH,DJM

3(a) Hearing Minutes

Motion by Nelson, second by Hanson: to approve the minutes of the 3(a) Hearing.

The Motion passed unanimously.

Adjournment

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

The Motion passed unanimously

Chairman Hanson adjourned the meeting at 11:25 A.M.

Minutes recorded by George Driscoll, Senior Staff Representative

Minutes Approved by the Committee on February 27, 2020.