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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 MAY 14, 2026

DATE: May 14, 2026

TIME: 11:00 A.M. - Full Committee Meeting

LOCATION: On March 28, 2025, Governor Healey signed into law Chapter 2 of the Acts 2025, an Act Extending Certain COVID-19 Measures Adopted During the State of Emergency which, among other things, further extends temporary provisions of the Open Meeting Law until June 30, 2027. Pursuant to this Act, persons wishing to participate in or gain public access to this meeting may do so remotely by making use of Webex meeting software.

Meeting link:

<https://eolwdma.webex.com/eolwdma/j.php?MTID=m2eee85b36dc18688cd18ea0f52d5773d>

Meeting number: 2338 214 7342

Meeting password: eBq3Y3hyRH8

OPEN SESSION

Chairman Hanson recognized that a quorum was present and called the meeting to order at 11:03 A.M. The meeting was recorded.

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; Police: Perreira, Bartolomei; Management: Mazzarella, Ansaldi, Goldsmith.

Alternates Present: Management: Bain; Fire: Young, Green, Papagni, McCall, Dunn; Police: Napolitano, Papandrea, T. Reddy, Frederickson, Goncalves, Hill.

Staff Present: Driscoll, Hubley, Markel

Others: Philip Roberts (DLR), Scott Taylor (Screen Name) – Affiliation, if any, unknown.

○ **Administrative updates:**

Vote to accept the full Committee meeting minutes from April 9 and April 23, 2026.

Motion by Mazzarella, seconded by Green: to accept the full Committee meeting minutes from April 9, 2026.

The Motion passed unanimously.

Motion by Mazzarella, seconded by Green: to accept the full Committee meeting minutes from April 23, 2026.

The Motion passed unanimously.

○ **Chairman's Report:**

Chairman Hanson and Rob Green reported that the House debate on the budget has been completed and that the amendment to increase JLMC funding was not voted. The Senate debate is next.

○ **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-25-11230	Hudson Police Superiors	Markel	Vote to 3(a) Hearing

Bob Markel reported that, after 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 Hudson Police Superior Officers Association and Town of Hudson, JLM-25-11230, 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 Papandrea (Labor) and Aicardi (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.

2. JLM-25-11415 Hudson Police Patrol Markel Vote to 3(a) Hearing

Bob Markel reported that after staff and committee level mediation, the parties remain apart and a 3(a) hearing is recommended.

Motion by Mazarella, seconded by Perreira: that, in the matter of Hudson Police Patrolmen's Association and Town of Hudson, JLM-25-11415, 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 Papandrea (Labor) and Aicardi (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.

3. JLM-25-11566 Chelmsford Fire Driscoll/ Hubley Vote to 3(a) Hearing

George Driscoll reported that, after staff and committee level mediation, the parties have been unable to reach agreement. Staff and committee members recommend that the case be moved to a 3(a) hearing.

Motion by Mazarella, seconded by M. Reddy: that, in the matter of Chelmsford Firefighters, Local 1839 and Town of Chelmsford, JLM-25-11566, 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 Cross (Labor) and Ansaldi (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.

4. JLM-25-11609 Cambridge Fire Markel/ Hubley Vote to Arbitration

Joe Hubley reported that, after staff and committee level mediation and mediation at the 3(a) Hearing, the parties have been unable to reach agreement. The 3(a) Panel voted to recommend moving the case to arbitration.

Motion by M. Reddy, seconded by Mazarella: Motion by M. Reddy, seconded by Ansaldi: to send the case of Cambridge Firefighters, Local 30 and City of Cambridge, JLM-25-11609, to arbitration on an issue-by-issue basis upon the issues determined by the 3(a) Panel, before a tri-partite panel consisting of a Management Member, a Labor Member and a neutral arbitrator selected in the usual manner.

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)*

N/A

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

N/A

- **Other Business**

There was a general discussion among a number of members about the need to have decision makers available at 3(a) hearings and also a discussion about the need for parties to have offers ready to go at the beginning of mediations.

George Driscoll reported on a tentative agreement in the Plainville Police case.

Adjournment

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

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 11:50 AM.

Minutes accepted by the Committee on May 28, 2026