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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 8, 2025

DATE: May 8, 2025

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

LOCATION: Norwood Public Safety Building - Community Room
137 Nahatan Street
Norwood, MA 02062

OPEN SESSION

Chairman Hanson recognized that a quorum was present and called the meeting to order at 11:39 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; Management: Ansaldi; Police: Andrews, Perreira, Bartolomei; Fire: M. Reddy

Alternates Present: Management: Hayes, Gagne, McCall, Silva, Bowler; Fire: Green, Cross, Young; Police: Goncalves, T. Reddy, Calderone, Kenneally, Papandrea.

Staff Present: Driscoll, Hubley, Markel

Others: Philip Roberts (DLR)

○ ***Administrative updates:***

Vote to accept the full Committee meeting minutes from April 24, 2025.

Motion by Cross, seconded by Andrews: to accept the minutes from the full Committee meeting on April 24, 2025, as presented.

The Motion passed unanimously.

○ **Chairman's Report:**

Chairman Hanson introduced Alternate Management Member Helen Bowler to the attendees.

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

1. JLM-24-10802 Avon Fire GD/JH Vote to 3(a) Hearing

George Driscoll briefed the Committee and reported that, after staff and Committee level mediations, the parties remain apart and recommended moving the case to a 3(a) hearing.

Motion by Andrews, seconded by Aicardi: that, in the matter of Avon Firefighters and Town of Avon, JLM-24-10802, 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 Young (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-24-10918 Upton Fire GD/JH Funded/Remove

George Driscoll and Joe Hubley briefed the Committee and reported that the parties had reached agreement following.

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

The Motion passed unanimously.

3. JLM-24-10943 Hopedale Fire GD/JH Move to Awaiting Funding

Joe Hubley briefed the Committee and reported that, after staff and committee level mediations, the parties reached agreement and the contract has been ratified by the union.

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

The Motion passed unanimously.

4. JLM-25-11046 Sudbury Police GD Funded/Remove

George Driscoll briefed the Committee and reported that, after two staff mediations, the parties reached agreement and the contract has been fully ratified and funded.

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

The Motion passed unanimously.

5. JLM-25-11119 Beverly Fire RM/JH Funded/Remove

Bob Markel briefed the Committee and reported that the parties have reached agreement and that the contract has been fully ratified by the parties and funded by the City.

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

The Motion passed unanimously.

6. JLM-25-11126 Tyngsborough Fire JH/RM Funded/Remove

Bob Markel briefed the Committee and reported that the parties have reached agreement and that the contract has been fully ratified by the parties and funded by the Town.

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

The Motion passed unanimously.

7. JLM-25-11160 Boston Fire RM Vote on Jurisdiction

Motion by M. Reddy, seconded by Ansaldi: to take jurisdiction in the case of Boston Firefighters, Local 718 and City of Boston, JLM-25-11160.

The Chair called for discussion.

The Chair recognized George Driscoll who stated that the City strongly objects to the Committee taking jurisdiction in this case. In substance, Mr. Driscoll stated the City's position that there has been no back and forth on economics to date and that beyond opening positions on economics, there has been no real negotiation; that the union did not respond to the City's proposal on the Marine Unit; and that there has not been enough time in four negotiation sessions to resolve the additional economic benefits proposed by the union for Asher, longevity, details, haz mat, chemical exposure, sick leave buyback and education incentive.

In substance, Matt Reddy stated that the parties met five times and that should be sufficient for purposes of jurisdiction. He also indicated that the Committee should treat Boston cases

no differently than any other case coming before the Committee and that jurisdiction is appropriate.

Chairman Hanson called for a vote on the Motion.

The Motion passed by a 2-1 margin with M. Reddy and Hanson voting to take jurisdiction and Ansaldi voting against jurisdiction.

Assignment of Committee Members:

Motion by M. Reddy, seconded by Ansaldi: to assign the following Committee Members to the case of Boston Firefighters, Local 718 and City of Boston: Mazzarella (Management) and M. Reddy (Labor) or substitutes as so designated by the Management and Police Chairs respectively.

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**

George Driscoll reported tentative agreements with Hopedale Firefighters and Sudbury Police.

- **Adjournment**

Motion by Ansaldi, seconded by Andrews: to adjourn the meeting.

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 11:54 A.M.

Minutes accepted by the Committee on May 22, 2025