



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

MEETING MINUTES FOR
June 27, 2019

DATE: June 27, 2019
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; Management; Yanakakis; Fire: M. Reddy; Police: Perreira,

Alternates Present: Police: T. Reddy, DeMille; Management; Hayes, Bain

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

Others Present: None

- Chairman Hanson called the meeting to order at 11:07 AM.
- Minutes – On a motion by M. Reddy, second by Yanakakis, the minutes of April 25, 2019 were accepted. On a motion by M. Reddy, second by Yanakakis, the minutes of May 23, 2019 were accepted
- *Administrative updates*
 - Chairman's Report

The Chairman discussed progress on the Committee's budget in the Legislature. He advised that the FY 2020 Commonwealth budget was still under consideration.

The Chairman announced that he was scheduling a meeting and training program for September 26, 2019, to take place at the Shrewsbury Municipal Center. The training will focus on the role of the Committee member in mediation and as a panel member. He is also arranging for a presentation on the status of municipal finance in the Commonwealth. He will announce additional information on this program as it

develops but he asked that all members and alternates reserve this date.

M. Reddy raised the matter of the recent change of practice of assigning neutral mediators to do petition investigations. He expressed concern that this not be allowed to prolong the length of time that cases will take to settle.

Perriera raised the matter of whether there was any value in mediation prior to an arbitration hearing citing a recent instance that the time spent on a failed mediation process caused a second day of hearing. During discussion, the value of mediation was affirmed but not to continue with mediation if it is going nowhere in a timely fashion. This will be left to the respective panels to gauge.

The Chairman also announced that due to a conflict, the next meeting of the JLMC will be July 25th, not July 18th.

The remaining meeting dates for 2019 are: July 25th, August 15th, September 12th, September 26th (In Shrewsbury), October 10th, October 24th, November 14th, December 12th.

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

Case Number	Organization	Mediator/Sr. Staff	Topic/Vote/Action
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- | | | | |
|-----------|---------------------------------|---------|---------------|
| • 19-7138 | <u>Melrose Police Superiors</u> | DC, DJM | Funded Remove |
|-----------|---------------------------------|---------|---------------|

Cummings and Morgado briefed the Committee and reported the ratification and funding of the tentative agreement.

Motion by Perriera, second by Yanakakis: to remove the case.

The Motion passed unanimously.

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| • 19-7168 | <u>Mendon Police</u> | DC, GD | Funded Remove |
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Cummings briefed the Committee and reported the ratification and funding of the tentative agreement.

Motion by Perriera, second by Yanakakis: to remove the case.

The Motion passed unanimously.

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|-----------|--------------------------|---------|---------------|
| • 19-7168 | <u>Bellingham Police</u> | DC, DJM | Funded Remove |
|-----------|--------------------------|---------|---------------|

Cummings and Morgado briefed the Committee and reported the ratification and funding of the tentative agreement.

Motion by Perriera, second by Yanakakis: to remove the case.

The Motion passed unanimously.

- 19-7265 West Springfield Fire JOEH, GD Jurisdiction

Hubley briefed the Committee.

Motion by M. Reddy, second by Yanakakis: that the Committee vote to take jurisdiction in the case of the West Springfield Firefighters, Local 2212 and the Town of West Springfield, JLM-19-7265.

The Motion passed unanimously.

Motion by M. Reddy, second by Yanakakis: that the Committee vote to assign the following Committee members to the case of West Springfield Firefighters, Local 2212 and the Town of West Springfield, JLM-19-7265: Taylor/M. Reddy for Fire and Mahoney for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

- 18-6905 Dracut Fire JOEH, DJM Vote to Arbitration

Hubley and Morgado briefed the Committee on their work with the parties. Also, the Chair reported on the efforts of himself and the Committee members to effect a voluntary settlement prior to the recent 3(a) hearing. He advised that the parties remain deadlocked with little possibility of them reaching a voluntary settlement. Yanakakis also provided her observation that the parties remain far apart on important and substantive issues.

Motion by M. Reddy, second by Yanakakis: to find that, in the matter of the Dracut Firefighters, Local 2586, IAFF and the Town of Dracut JLM-18-6905, there is an apparent exhaustion of the processes of collective bargaining which constitutes a potential threat to the public welfare and that the Committee vote to send this case to arbitration by a tripartite panel consisting of Keene (Labor), Yanakakis (Management) 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 23, 2019, hearing held pursuant to Section 1, Subsection 3(a) of Chapter 589 of the Acts of 1987.

The Motion passed unanimously.

- 19-7098 Bellingham Police DC, DJM Funded Remove

Cummings and Morgado briefed the Committee and reported the ratification and funding of tentative agreement.

Motion by Perriera, second by Yanakakis: to remove the case.

The Motion passed unanimously.

- 16-5392 Medford Police Superiors DC, GD Funded Remove

Cummings briefed the Committee and reported the ratification and funding of tentative agreement.

Motion by Perriera, second by Yanakakis: to remove the case.

The Motion passed unanimously.

- 17-6223 Concord Police DC, GD Funded Remove

Cummings briefed the Committee and reported the ratification and funding of tentative agreement.

Motion by Perriera, second by Yanakakis: to remove the case.

The Motion passed unanimously.

Other Business Before the Committee

Minutes from the June 18, 2019 3(a) Hearing in the case of the Dracut Firefighters Local 2586 IAFF and the Town of Dracut JLM-18-6905.

Motion by Yanakakis, second by Hanson: to accept the Minutes from the June 18, 2019 3(a) Hearing in the case of the Dracut Firefighters Local 2586 IAFF and the Town of Dracut JLM-18-6905.

The Motion passed unanimously.

Adjournment

Motion by M. Reddy, second by Yanakakis.

The Motion passed unanimously

Chairman Hanson adjourned the meeting at 11:35 A.M..

Minutes recorded by Daniel Morgado, Senior Staff Representative