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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 AUGUST 14, 2025**

DATE: August 14, 2025

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

<https://www.webex.com/downloads.html>.

Meeting link:

<https://eolwdma.webex.com/eolwdma/j.php?MTID=m5f32970636e4afec5f78371b467a3e5d>

Meeting number: 2347 924 4817

Meeting password: AUjJNQJQ846

**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; Police: Andrews, Perreira;  
Management: Mazzarella, Aicardi; Fire: M. Reddy, Cabral.

**Alternates Present:** Management: Bain, Bowler; Fire: Young, Cross, Green, Papagni; Police: Gibney, Papandrea, T. Reddy, Kenneally, Nelson, Frederickson, Goncalves.

**Staff Present:** Driscoll, Hubley, Markel

**Others:** Philip Roberts (DLR)

○ ***Administrative updates:***

Vote to accept the full Committee meeting minutes from July 17, 2025.

**Motion by Cross, seconded by Mazzarella: to accept the minutes from the full Committee meeting on July 17, 2025, as presented.**

**The Motion passed unanimously.**

- ***Chairman's Report:*** The Chairman reported that he had not heard anything in the last couple of days regarding the hiring of Alan Andrews. The Chairman also reported that there are thirteen cases going to arbitration (seven police and six fire).

Matt Reddy stated that he needed a date for a committee level mediation for Boston Fire. George Driscoll reported that there are currently two dates being held for mediation on September 16 and September 22<sup>nd</sup>.

Mary Aicardi opened a discussion about the Avon Fire case that proceeded substantially as follows. She requested pre-hearing briefs with cost outs for the arbitration. Mary Aicardi cited Paragraph 7 of the JLMC rules that indicates that the 3(a) Panel can make that decision. Matt Reddy said that such a requirement would be costly for the locals and he objected. Mary Aicardi said that it is the same work for a pre-hearing brief as it is for a post-hearing brief. She also said that it should have been ordered at the 3(a) hearing. This discussion continued under agenda item number two.

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

- |    |              |                 |    |                     |
|----|--------------|-----------------|----|---------------------|
| 1. | JLM-24-10499 | Aquinnah Police | GD | Vote to Arbitration |
|----|--------------|-----------------|----|---------------------|

George Driscoll briefed the Committee and reported that this case had several staff and committee level mediations, and mediation prior to the 3(a) hearing. The parties are very close but it appears to be a single issue still separating the parties and hopefully they can settle prior to arbitration. The 3(a) Panel recommends moving the case to arbitration.

**Motion by Mazzarella, seconded by Andrews: to send the case of Aquinnah Police Officers Association and Town of Aquinnah JLM-24-10499, 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.**

2. JLM-24-10802      Avon Fire      GD/JH      Vote to Arbitration

George Driscoll briefed the Committee and reported that the 3(a) Panel voted to recommend that the Committee vote the case to arbitration.

**Motion by Aicardi: to postpone the vote and study the issue of pre-arbitration briefs.**  
The Motion did not receive a second.

**Motion by M. Reddy: to move the case to arbitration.** The motion did not receive a second.

Matt Reddy said this was unnecessary delay and asked what section 7 says. Someone responded that the Panel may specify pre-hearing briefs. Mary Aicardi said that this will expedite the process. Matt Reddy and Robert Green disagreed.

The Committee took no action on this agenda item.

3. JLM-24-10842      Bridgewater Fire      RM/JH      Vote to Arbitration

Bob Markel briefed the Committee and reported that, after several staff and Committee Level Mediations and mediation prior to the 3(a) Hearing, the parties remain apart. The 3(a) Panel voted to recommend that the Committee vote the case to arbitration.

**Motion by M. Reddy, seconded by Mazzearella: to send the case of Bridgewater Firefighters, Local 2611 and Town of Bridgewater, JLM-24-10842 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.**

4. JLM-24-11035      Marshfield Fire      GD/JH      Move to Awaiting Funding

George Driscoll briefed the Committee and reported that the parties reached agreement after two mediations and that the contract has been ratified by the parties.

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

**The Motion passed unanimously.**

5. JLM-25-11144      Whitman Fire      GD/JH      Move to Awaiting Funding List

George Driscoll briefed the Committee and reported that, after two staff mediations, the parties were able to reach agreement. However, it has been reported that an MOA has not been finalized and this item needs to be held. No action was taken by the Committee.

6. JLM-25-11323      Clinton Fire      RM/JH      Vote on Jurisdiction

Bob Markel briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

**Motion by Mazzearella, seconded by M. Reddy: to take jurisdiction in the case of Clinton Firefighters, Local 3189, and Town of Clinton, JLM-25-11323.**

**The Motion passed unanimously.**

**Motion by Mazzearella, seconded by M. Reddy: to assign the following Committee Members to the case of Clinton Firefighters, Local 3189, and Town of Clinton, JLM-25-11323: Mazzearella (Management) and Cross (Labor) or substitutes as so designated by the Management and Fire Chairs respectively.**

**The Motion passed unanimously.**

7. JLM-25-11324      Boylston Police                      RM                      Vote on Jurisdiction

Bob Markel briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

**Motion by Mazzearella, seconded by Andrews: to take jurisdiction in the case of NEPBA, Inc. and Town of Boylston, JLM-25-11324.**

**The Motion passed unanimously.**

**Motion by Mazzearella, seconded by Andrews: to assign the following Committee Members to the case of NEPBA, Inc. and Town of Boylston, JLM-25-11324: TBD (Management) and Napolitano (Labor) or substitutes as so designated by the Management and Police Chairs respectively.**

**The Motion passed unanimously.**

8. JLM-25-11331      Westfield Police Superiors                      RM                      Vote on Jurisdiction

Bob Markel briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

**Motion by Andrews, seconded by Mazzearella: to take jurisdiction in the case of Westfield Police Superiors and City of Westfield, JLM-25-11331.**

**The Motion passed unanimously.**

**Motion by Andrews, seconded by Mazzearella: to assign the following Committee Members to the case of Westfield Police Superiors and City of Westfield, JLM-25-11331: To Be Determined (Management) and Napolitano (Labor) or substitutes as so designated by the Management and Police Chairs respectively.**

**The Motion passed unanimously.**

9. JLM-25-11339     Whitman Police     GD     Vote on Jurisdiction

George Driscoll briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

**Motion by Mazzearella, seconded by Andrews: to take jurisdiction in the case of Whitman Police Union, Local 494 and Town of Whitman, JLM-25-11339.**

**The Motion passed unanimously.**

**Motion by Mazzearella, seconded by Andrews: to assign the following Committee Members to the case of Whitman Police Union Local 494 and Town of Whitman, JLM-25-11339: Hayes (Management) and Perreira (Labor) or substitutes as so designated by the Management and Police Chairs respectively.**

**The Motion passed unanimously.**

10. JLM-25-11377     Westfield Patrol     RM     Vote on Jurisdiction

Bob Markel briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

**Motion by Mazzearella, seconded by Andrews: to take jurisdiction in the case of Westfield Patrol Officers Coalition and City of Westfield, JLM-25-11377.**

**The Motion passed unanimously.**

**Motion by Mazzearella, seconded by Andrews: to assign the following Committee Members to the case of Westfield Patrol Officers Coalition and City of Westfield, JLM-25-11377: TBD (Management) and Napolitano/Papandrea (Labor) or substitutes as so designated by the Management and Police Chairs respectively.**

**The Motion passed unanimously.**

11. JLM-25-11397     Harwich Fire     GD/JH     Vote on Jurisdiction

George Driscoll briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

**Motion by Cross, seconded by Mazzearella: to take jurisdiction in the case of Harwich Permanent Firefighters, Local 2124 and Town of Harwich, JLM-25-11397.**

**The Motion passed unanimously.**

**Motion by Cross, seconded by Mazzearella: to assign the following Committee Members to the case of Harwich Permanent Firefighters, Local 2124 and Town of Harwich, JLM-25-11397: TBD (Management) and Young (Labor) or substitutes as so designated by the Management and Fire Chairs respectively.**

**The Motion passed unanimously.**

12. JLM-25-11402      Weston Fire                      RM/JH                      Vote on Jurisdiction

Bob Markel briefed the Committee and, based upon the investigation, recommended that the Committee take jurisdiction.

**Motion by Mazzarella, seconded by Cross: to take jurisdiction in the case of Weston Firefighters Local 3660 and Town of Weston, JLM-25-11402.**

**The Motion passed unanimously.**

**Motion by Mazzarella, seconded by Cross: to assign the following Committee Members to the case of Weston Firefighters Local 3660 and Town of Weston, JLM-25-11402: TBD (Management) and Young (Labor) or substitutes as so designated by the Management and Fire 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)***

JLM-24-10802      Avon Fire                      7/22/25                      Hanson/Aicardi/Young

No Action - Tabled

JLM-24-10842      Bridgewater Fire      7/16/25                      Hanson/Gagne/Green

No Action – No Quorum

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

N/A

- **Other Business** N/A

- **Adjournment**

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

**The Motion passed unanimously.**

Chairman Hanson adjourned the meeting at 12:18 P.M.

*Minutes accepted by the Committee on September 11, 2025*

