



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**  
**August 15, 2019**

DATE: August 15, 2019  
TIME: 11:00 A.M. - Full Committee Meeting  
LOCATION: Offices of the Joint Labor-Management Committee,  
19 Staniford St., 1<sup>st</sup> Floor, Boston, MA 02114-2502

**Committee Members Present:** Chairman Hanson; Management; None ; Fire: M. Reddy;  
Police: Andrews

**Alternates Present:** Police: T. Reddy, DeMille; Management; Craver, Frederickson

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

**Others Present:** Director Roberts

Chairman Hanson called the meeting to order at 11:15 AM.

• **Administrative updates:**

Minutes – Relative to the July 25, 2019 minutes, there was an error noted involving the vote for jurisdiction on case 19-7372 (Amherst Police) whereby Patrice Garvin was listed as the management member assigned. The management member assigned was Robin Craver. On a motion by M. Reddy, second by Craver, the minutes of July 25, 2019 were accepted as corrected. Vote unanimous.

On a motion by Craver, second by M Reddy, the minutes of April 25, 2019 were amended by changing “16-5531 Chelmsford Police Superiors” to “16-5531 Chelmsford Police”. Case 16-5531 involved the Police Patrol Officers group and not the Superiors. Vote unanimous.

The remaining meeting dates for 2019 are: September 12<sup>th</sup>, September 26<sup>th</sup> (Regular Meeting & Special Topics in Shrewsbury), October 10<sup>th</sup>, October 24<sup>th</sup>, November 14<sup>th</sup>, December 12<sup>th</sup>.

- **Chairman’s Report:**

Director Roberts was present and he reported that the FY 2020 budget for the DLR has been enacted. While 100% of requested funding was not received, the budget adopted will accommodate JLMC and DLR operations for FY 2020.

The Chairman reminded those present that he has scheduled a meeting and special topics 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 asked that if anyone wished for another topic to be added to the program to please advise accordingly. He has arranged for a presentation on the status of municipal finance in the Commonwealth to be made by Sean Cronin.

M. Reddy raised directly with Director Roberts the matter of which staff will be assigned to undertake investigations. He advised that while he was originally opposed, the use of Senior Staff for investigations has proven to provide very satisfactory outcomes. He expressed a desire to see this means of operation continuing while taking nothing away from the efforts of the neutral mediators. He expressed an opinion that going back to using the neutrals is a step backward and he is concerned that the number of open cases will increase.

Director Roberts acknowledged his concerns and advised that he is working to devise an approach to make the best use of available resources. Andrews spoke in support of M. Reddy’s comments with no disrespect to the neutral mediators. There was then a prolonged discussion on the matter of investigations all centered on the need to get out to the parties as quickly as possible after a petition has been filed. Director Roberts thanked the members for their input and reaction. He will take this matter up with Chair Hanson.

Chair Hanson advised that the posting for today’s meeting was made within the (48) hour window and accordingly, he will ask that any votes taken today be re-affirmed at the Committee’s next meeting to avoid any challenge.

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

<b>Case Number</b>	<b>Organization</b>	<b>Mediator/Sr. Staff</b>	<b>Topic/Vote/Action</b>
• 19-7272	<u>Fairhaven Fire</u>	JOEH, DJM	TA/Awaiting Funding

Morgado briefed the Committee on the terms of the tentative agreement.

**Motion by M. Reddy second by Craver: to move the case to Awaiting Funding**

**The Motion passed unanimously.**

• 19-7283	<u>Foxborough Police</u>	JG, DC, DJM	TA/Awaiting Funding
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Cummings briefed the Committee on the terms of the tentative agreement. He advised that Joe Griffin handled the investigation and had the parties very close to a settlement before Senior Staff was involved.

**Motion by Andrews second by Craver: to move the case to Awaiting Funding.**

**The Motion passed unanimously.**

- 19-7332      Worcester Police Superiors      EFB, JOEH, DJM      Jurisdiction

Chair Hanson advised that he is in receipt of an August 14, 2019, letter from Attorney Norris objecting to jurisdiction being extended. He advised that the letter arrived late yesterday evening and he had not had a chance to review it. Considering the posting issue and that a meeting is scheduled, involving the assigned neutral and senior staff, on August 28<sup>th</sup> that this matter should be held over until the next meeting of the Committee on September 12<sup>th</sup>. There would be no delay in the process of getting a voluntary settlement with this action. Andrews expressed no objection to this approach. Craver concurred. It was noted that if jurisdiction becomes necessary the panel members will be Dean Mazarella and Tom Reddy/John Nelson.

**No action taken.**

- 19-7371      Pittsfield Fire      RD, JOEH, GD      Jurisdiction

Hubleby briefed the Committee on the current status of negotiations between the parties.

**Motion by M. Reddy, second by Craver: to take jurisdiction in the case of the Pittsfield Fire Fighters, Local 2647 and the City of Pittsfield – JLM-19-7371.**

**The Motion passed unanimously.**

**Motion by M. Reddy, second by Craver: to assign as committee members in the case of the Pittsfield Fire Fighters, Local 2647 and the City of Pittsfield – JLM-19-7371, David Keene for Fire and William Mahoney for Management or substitutes as so designated and approved by the Fire and Management Chairs respectfully.**

**The Motion passed unanimously.**

- 19-7374      Agawam Police Superiors      SJS, RD, DC, GD      Jurisdiction

Cummings briefed the Committee on information provided by Mediator Dickson along with his recommendation that jurisdiction be extended. The parties have met approximately 7 times. Issues have been certified and a mediation session is scheduled for August 22<sup>nd</sup>.

**Motion by Andrews, second by Craver: to take jurisdiction in the case of the Agawam Police Supervisors Association and the Town of Agawam - JLM-19-7374.**

**The Motion passed unanimously.**

**Motion by Andrews, second by Craver: to assign Committee members to the case of the Agawam Police Supervisors Association and the Town of Agawam - JLM-19-7374 with those members being William DeMille for Police and William Mahoney for Management or substitutes as so designated and approved by the Police and Management Chairs respectfully.**

**The Motion passed unanimously.**

- 19-7397      Westfield Police      SJS      TA/Awaiting Funding

Cummings reported on the tentative agreement with details provided by Sara Skibski.

**Motion by Andrews second by Craver: to move the case to Awaiting Funding.**

**The Motion passed unanimously.**

- 19-7469      Gardner Fire                      SJS, RD                      Jurisdiction

Hubley briefed the Committee on the current status of negotiations between the parties from information provided by Robert Dickson. He has a mediation session scheduled for August 30<sup>th</sup>. Issues have been certified.

**Motion by M. Reddy, second by Craver: to take jurisdiction in the case of the Gardner Fire Fighters Union, Local 2215 and the City of Gardner – JLM-19-7469.**

**The Motion passed unanimously.**

**Motion by M. Reddy, second by Craver: to assign as committee members in the case of the Gardner Fire Fighters Union, Local 2215 and the City of Gardner – JLM-19-7469, Matthew Reddy/William Cross for Fire and Kathleen Johnson for Management or substitutes as so designated and approved by the Fire and Management Chairs respectfully.**

**The Motion passed unanimously.**

- 18-6589      Salem Police                      HB, DC, DJM                      TA/Awaiting Funding

Cummings briefed the Committee on the tentative settlement reached prior to the 3A hearing that was scheduled for July 19<sup>th</sup>. The MOA is still being worked on. The consensus of discussion was to take no action pending the signing of a MOA.

**No Action Taken**

- 18-6933      Haverhill Police Superiors                      DC, DJM                      TA/Awaiting Funding

Cummings briefed the Committee on the tentative settlement reached by the parties on their own. The case had been scheduled for a 3(a) hearing on August 9<sup>th</sup>.

**Motion by Andrews second by Craver: to move the case to Awaiting Funding.**

**The Motion passed unanimously.**

- 19-7069      Lynn Fire    JOEH, DJM                      Funded/Remove

M. Reddy and T. Reddy left the meeting room. Hubley briefed the Committee on the settlement and that the contract has been funded.

**Motion by Andrews second by Craver: to remove the case.**

**The Motion passed unanimously.**

M. Reddy and T. Reddy came back onto the room after all discussion and action took place.

- 19-7178      Woburn Police Superiors                      DC, GD                      TA/Awaiting Funding

Cummings briefed the Committee on the settlement.

**Motion by Andrews second by Craver: to move the case to Awaiting Funding.**

**The Motion passed unanimously.**

19-7234      Tyngsboro Fire      JOEH, DJM      Funded/Remove

Morgado briefed the Committee on this settlement which has been funded.

**Motion by M. Reddy second by Craver: to remove the case.**

**The Motion passed unanimously.**

- **Adjournment:**

**Motion by M. Reddy, second by Craver.**

**The Motion passed unanimously**

Chairman Hanson adjourned the meeting at 12:10 PM

Minutes recorded by Daniel Morgado, Senior Staff Representative

Minutes Approved by Committee at September 12, 2019 Meeting