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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 15, 2024

DATE: August 15, 2024

TIME: 11:00 a.m. - Full Committee Meeting

Pursuant to "Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, s. 20" issued by Governor Baker dated March 12, 2020, this meeting was made publicly accessible and was conducted via Webex teleconference. Persons wishing to participate in or gain public access to this meeting could do so by making use of WebEx meeting software at <https://webex.com/downloads.html>

Meeting number (access code): 23562740489

Meeting password: mbDCBnQK735

OPEN SESSION

Chairman Hanson recognized that a quorum was present and called the meeting to order at 11:07 A.M. The Meeting was recorded.

The Chair made some general opening comments and greetings.

The Chair asked for a call of the roll.

Committee Members Present: Chairman Hanson; Management: Mazzarella, Ansaldi, Goldsmith; Police: Andrews, Bartolomei, Perreira; Fire: M. Reddy.

Alternates Present: Police: Calderone, Napolitano, Gibney, Nelson, DeMille, Kenneally, Frederickson, Papandrea; Management: Mazzucco, Bain, Vecchio, Fire: Cross, Papagni, Green, Young.

Staff Present: Cummings, Hubley, Markel

ADMINISTRATIVE UPDATES

Minutes:

Vote to accept the full Committee meeting minutes from July 18, 2024.

Motion by Mazzarella, seconded by M. Reddy: to accept the minutes from the full Committee meeting on July 18, 2024, as presented.

The Motion passed unanimously.

Chairman's Report:

Chairman Hanson reported that the operating budget for the JLMC for Fiscal 2025 is \$350,000, which is \$25,000 more than expected.

Mr. Reddy thanked John Nelson for the work he did at the State House to support the proposed JLMC budget.

There was a general discussion of the need for training since there are significant numbers of new members since the last training program. Mr. Perreira suggested formation of a subcommittee to set up the training program. Chairman Hanson agreed and cited the dual role Committee members have in being mediators and advocates simultaneously.

Review and Act on the following Petition, Jurisdiction and Awaiting Funding List cases:

1. JLM-22-9709	Milton Fire	GD/JH	Funded/Remove
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Joe Hubley briefed the Committee on the Milton Fire case. There is an arbitration award, and it was funded in May. Hubley recommended that the Committee remove the case from the JLMC's docket.

Motion by Mazzarella, seconded by M. Reddy: to remove the case of Milton Firefighters, IAFF Local 1116 and the Town of Milton, JLM-22-9709, from the JLMC docket.

The Motion passed unanimously.

2. JLM-23-10130	Everett Patrol	DC/GD	Awaiting Funding
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Don Cummings briefed the Committee. The Everett contract has been ratified by the Union and approved by the Mayor. Funding by the City Council is pending. Mr. Cummings recommended that Everett Patrol be moved to awaiting funding.

Motion by Mazzarella, seconded by Andrews: to move the case of Everett Police Betterment Association and City of Everett to Awaiting Funding.

The Motion passed unanimously.

3. JLM-23-10148	Westborough Fire	JH/GD	Awaiting Funding
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Joe Hubley briefed the Committee. He thanked Tony Mazzucco and Michael Papagni for their Committee work in bringing this case to conclusion. The Westborough Fire contract is scheduled to be funded at Westborough's Fall Town Meeting.

Motion by Mazzarella, seconded by M.Reddy: to move the Westborough Fire case to Awaiting Funding.

The Motion passed unanimously.

4. JLM-23-10300 Holden Fire JH/GD Funded/Remove

Joe Hubley briefed the Committee. The Holden Fire contract was agreed to in April. It was ratified by the Union and funded at Town Meeting and can be removed from the docket.

Motion by Mazzarella, seconded by M, Reddy: to remove the case of Holden Fire and the Town of Holden from the docket.

The Motion passed unanimously.

5. JLM-23-10370 Worcester Fire JH/RM Tentative Agreement

Bob Markel briefed the Committee. There was a Committee level mediation on May 14, and Worcester Fire was voted to 3(a) on May 25. There is a report that a tentative agreement has been reached, but JLMC has not received any documentation.

Chairman Hanson stated that no action is necessary at this time.

6. JLM-24-10411 Brookfield Police DC/RM Vote to 3a

Bob Markel briefed the Committee on the Brookfield Fire case. There was a second staff level mediation on June 4. A Committee level mediation was initially scheduled for September 10. However, both parties recommend going directly to a 3a hearing on September 10.

Motion by Mazzarella, seconded by Andrews: that, in the matter of Brookfield Police Union and Town of Brookfield, JLM-24-10411, 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 (Labor) and Vecchio (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.

The Motion passed unanimously.

7. JLM-24-10459 Wayland Fire JH/RM Vote to 3a

Bob Markel briefed the Committee. There were staff level mediations on May 22 and June 11. A Committee level mediation was conducted on July 29 with Committee members

Ansaldi and Young.

Motion by Mazzarella, seconded by M. Reddy: that, in the matter of Wayland Firefighters, Local 1978 and Town of Wayland, JLM-24-10459 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 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.

The Motion passed unanimously.

8. JLM-24-10590 Mansfield Fire JH/GD Funded/Remove

Joe Hubley reported to the Committee. Following the investigation, at the suggestion of staff, the town and the union met and settled the contract. The contract has been ratified and funded.

Motion by Mazzarella, seconded by Reddy: to remove the Mansfield Fire case from the docket.

The Motion passed unanimously.

9. JLM-24-10679 Somerville Police Superior Officers DC/GD Jurisdiction

Don Cummings briefed the Committee. A petition for jurisdiction was filed on June 13. The investigation was conducted on July 31. There is no objection to JLMC jurisdiction.

Motion by Mazzarella, seconded by Andrews: to take jurisdiction in the case of Somerville Police Superior Officers Association and the City of Somerville, JLM-24-10679.

The Motion passed unanimously.

Motion by Mazzarella, seconded by Andrews: to assign the following Committee Members to the case of Somerville Police Superior Officers Association and the City of Somerville, JLM-24-10679: Mazzarella (Management) and Andrews (Labor) or substitutes as so designated by the Management and Police Chairs respectively.

The Motion passed unanimously.

10. JLM-24-10689 Arlington Fire JH/RM Jurisdiction

Bob Markel briefed the Committee. The investigation was being prepared when there was a request from the Town's attorney to hold off until both sides could exchange on-the-record proposals. Mr. Hubley reported that after a discussion with the Union's attorney, they are willing to hold off until the two sides can meet. This matter will be on the agenda for jurisdiction September 12. Chairman Hanson asked if there was any objection to postponing any action on the Arlington Fire case until September 12. There was no

objection.

No action.

11. JLM-24-10701	Ware Fire	JH/RM	Jurisdiction
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Bob Markel briefed the Committee. The petition for jurisdiction was received from the Union on July 3. The Union investigation was done on July 24, and the management investigation was completed on July 3. There was no objection jurisdiction.

Motion by M. Reddy, seconded by Mazzarella: to take jurisdiction in the case of Ware Fire Fighters, Local 1851 and Town of Ware, JLM-24-10701.

The Motion passed unanimously.

Motion by Andrews, seconded by Mazzarella: to assign the following Committee Members to the case of Ware Fire Fighters, Local 1851 and Town of Ware, JLM-24-10701: Mahoney (Management) and Cross (Labor) or substitutes as so designated by the Management and Fire Chairs respectively.

The Motion passed unanimously.

Other Business

Mr. Hubley briefed the Committee. Worcester Police Superiors have a tentative Agreement with the City of Worcester. No action was taken by the Committee.

Adjournment

Motion by Reddy, seconded by Mazzarella: to adjourn the meeting.

The Motion Passed Unanimously.

Chairman Hanson adjourned the meeting at 11:22 AM.

Minutes Accepted 9/12/2024