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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 SEPTEMBER 11, 2025**

DATE: September 11, 2025

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

LOCATION: This was a hybrid meeting held in person at the Commonwealth of Massachusetts, Department of Labor Relations, 2 Avenue de Lafayette, 1<sup>st</sup> Floor, Boston, Massachusetts, in the Dunlop Conference Room, and also held simultaneously via teleconference as follows:

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=mdbcdb844205ecf83e035e8d712cd677b>

Meeting number: 2330 381 3153

Meeting password: WQe4H553Yd5

**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 and Vice-Chair Mazucco; Police: Andrews, Perreira, Bartolomei; Management: Mazzarella; Fire: M. Reddy, Cabral, MacKinnon.

**Alternates Present:** Management: Bain, Aicardi, McCall, Mahoney; Fire: Young, Cross, Green, Papagni; Police: Papandrea, T. Reddy, Kenneally, Napolitano, Goncalves.

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

**Others:** Philip Roberts (DLR); The Honorable Ruthanne Fuller, Mayor of Newton; Attorney Al Gordon O'Connell.

○ ***Administrative updates:***

Vote to accept the full Committee meeting minutes from August 14, 2025.

**Motion by Mazzarella, seconded by M. Reddy: to accept the minutes from the full Committee meeting on August 14, 2025, as presented.**

**The Motion passed unanimously.**

○ ***Chairman's Report:*** The Chairman call for a moment of silence in memory of the victims of the 9/11 disaster.

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

- |    |              |           |       |                     |
|----|--------------|-----------|-------|---------------------|
| 1. | 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 Mazzarella, seconded by M. Reddy: to send the case of Avon Firefighters and Town of Avon JLM-24-10802, 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-25-11189 | Bridgewater Police | RM | Vote on Jurisdiction |
|----|--------------|--------------------|----|----------------------|

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

**Motion by Mazzarella, seconded T. Reddy: to take jurisdiction in the case of Bridgewater Police and Town of Bridgewater, JLM-25-11189.**

**The Motion passed unanimously.**

**Committee Member Assignments: Gagne for Management and Nelson/Perreira for Labor**

3. JLM-25-11463      Ludlow Police Supervisors      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 T. Reddy: to take jurisdiction in the case of Ludlow Police Supervisors and Town of Ludlow, JLM-25-11463.**

**The Motion passed unanimously.**

**Committee Member Assignments: TBD for Management and Perreira/Papandrea for Labor**

4. JLM-25-11464      Ludlow Patrol      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 T. Reddy: to take jurisdiction in the case of Ludlow Police Patrolmen's Union and Town of Ludlow, JLM-25-11464.**

**The Motion passed unanimously.**

**Committee Member Assignments: TBD for Management and Perreira/Papandrea for Labor**

5. JLM-25-11467      Westford Fire      RM/JH      Vote on Jurisdiction

Joe Hubley 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 Westford Firefighters Local 3126 and Town of Westford, JLM-25-11467**

**The Motion passed unanimously.**

**Committee Member Assignments: Bowler for Management and Cross for Labor**

6. JLM-25-11468      Westfield Fire Supervisors      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 M. Reddy: to take jurisdiction in the case of Westfield Fire Department Supervisors Association and City of Westfield, JLM-25-11468.**

**The Motion passed unanimously.**

**Committee Member Assignments: Mazzarella for Management and Papagni for Labor**

**• *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-24-10842      Bridgewater Fire      7/16/25      Mazzucco/Gagne/Green

No Action - Tabled

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

Dean Mazzarella designated and introduced Mayor Ruthanne Fuller of Newton as an Alternate Management Member of the Committee.

George Driscoll introduced Avon Chief of Police, Jeffrey Bukunt, as a designated Alternate Management Member of the Committee.

○ **Other Business**

George Driscoll informed the Committee that Holden Police and the Town of Holden had reached a tentative agreement after two staff mediations. Bob Markel announced a tentative agreement with the Montague Sergeants and also reported that the Brookline Fire contract will go before Town Meeting in November.

Chairman Hanson recognized Mary Aicardi on the issue of 3(a) procedures. In substance, the discussion went as follows: Mary noted that the 3(a) panel in Avon did not realize that the rules require the panel to proceed by motion in order to get additional information from the parties regarding costing for purposes of the arbitration. Chairman Hanson and Mary discussed that the 3(a) Panel must make such a recommendation to the full Committee. Chairman Hanson noted that the arbitration panel has the authority to call for additional information. Matt Reddy stated his opinion that a pre-hearing brief does not speed things up. Jim Young stated that cost is the issue with pre-hearing briefs and it hasn't been done before. He also stated his appreciation for Mary bringing up the rules and thanked both the Chairman and Mary Aicardi. Rob Green noted that, procedurally, it's a recommendation to the Committee by the 3(a) panel. Chairman Hanson recognized Attorney Al Gordon O'Connell who voiced his opinion that the arbitrator has the power to order briefs. Chairman Hanson and

Mary further discussed the rule and Chairman Hanson stated that the arbitration panel could order pre-hearing briefs.

- **Adjournment**

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

**The Motion passed unanimously.**

Chairman Hanson adjourned the meeting at 11:46 P.M.

*Minutes accepted by the Committee on October 9, 2025*