

HOUSE No.

The Commonwealth of Massachusetts

PRESENTED BY:

Angelo M. Scaccia

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the passage of the accompanying bill:

An Act regulating collective bargaining impasses involving public employees.

PETITION OF:

NAME:

Angelo M. Scaccia

DISTRICT/ADDRESS:

14th Suffolk

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE HOUSE, NO. 2738 OF 2007-2008.]

The Commonwealth of Massachusetts

In the Year Two Thousand and Nine

**AN ACT REGULATING COLLECTIVE BARGAINING IMPASSES INVOLVING PUBLIC
EMPLOYEES.**

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority
of the same, as follows:*

1 SECTION 1. Chapter 150E of the General Laws is hereby amended by striking out Section 9, as
2 appearing in Section 1 of Chapter 347 of the Acts of 1977, and inserting in place thereof the following
3 section—
4 Section 9. After a reasonable period of negotiation over the terms of a collective bargaining agreement,
5 either party or the parties acting jointly may petition the board for a determination of the existence of an
6 impasse. Upon receipt of such petition, the board shall commence an investigation forthwith to determine
7 if the parties have negotiated for a reasonable period of time and if an impasse exists, within ten days of
8 the receipt of such petition, the board shall notify the parties of the results of its investigation. Failure to
9 notify the parties within ten days shall be taken to mean that an impasse exists.
10 Within five days after such determination, the board shall appoint a mediator to assist the parties in the
11 resolution of the impasse. In the alternative, the parties may agree upon a person to serve as a mediator
12 and shall notify the board of such agreement and choice of mediator. Any such mediator shall be

13 empowered to order the parties to provide specific representatives authorized to enter into a collective
14 bargaining agreement to be present at meetings held for said purpose of resolving the impasse and
15 negotiating such an agreement.

16 After a reasonable period of mediation, not to exceed twenty days from the date of appointment, said
17 mediator shall issue to the board a report indicating the results of his services in resolving the impasse.

18 If the impasse continues after the conclusion of mediation, either party or the parties acting jointly may
19 petition the board to initiate fact finding proceedings. Upon receipt of such petition, the board shall
20 appoint a fact finder, representative of the public, from a list of qualified persons maintained by the board.

21 In the alternative, the parties may agree upon a person to serve as fact finder and shall notify the board of
22 such agreement and choice of fact finder. No person shall be named as a fact finder who has represented
23 an employer or employee organization within the proceeding twelve months. The fact finder shall be
24 subject to the rules of the board and shall, in addition to powers delegated to him by the board, have the
25 power to mediate and to recommendations for the resolution of the impasse. The fact finder shall transmit
26 his findings and any recommendations for the resolution of the impasse to the board and to both within
27 thirty days after the date of his appointment. If the impasse remains unresolved ten days after the
28 transmittal of such findings and recommendations, the board shall make them public.

29 The parties by their own agreement may mutually waive the fact finding provisions contained herein and
30 may petition the board for arbitration pursuant to Sections 4 or 4B of Chapter one thousand and seventy-
31 eight of the Acts of nineteen hundred and seventy-three. Said waiver shall not constitute a bar to any
32 arbitration award.

33 Any arbitration award in a proceeding voluntarily agreed to by the parties to resolve an impasse shall be
34 binding on the parties and on the appropriate legislative body and effective and enforceable pursuant to
35 the provisions of Chapter one hundred and fifty C, provided that said arbitration proceeding has been
36 authorized by the appropriate legislative body or in the case of school employees, by the appropriate
37 school committee.

38 If the impasse continues after the publication of the fact finder's report, the issues in dispute shall be

39 returned to the parties for further bargaining.

40 Any time limitations prescribed in this section may be extended by mutual agreement of the parties and
41 the board.

42 SECTION 2. Chapter 1078 of the Acts of 1973 is hereby amended by inserting after Section 4A, as added
43 by Section 1 of Chapter 730 of the Acts of 1977, the following section:—

44 Section 4B. If an employee organization is engaged in an impasse with a public employer which has
45 continued for thirty days after the publication of the fact finder's report pursuant to Section nine of
46 Chapter one hundred and fifty E of the General Laws or, if the parties have mutually waived the fact
47 finding provisions contained in said Section nine of said Chapter one hundred and fifty E said employee
48 organization shall petition the board to make an investigation.

49 If, after an investigation, the board determines that:

50 1. The requirements of Section nine of said Chapter one hundred and fifty E have been complied with in
51 good faith by the employee organization;

52 2. Thirty days have passed since the date of publication of the fact finding report pursuant to said section
53 nine;

54 3. The proceedings for the prevention of any prohibited practices have been exhausted provided that any
55 such complaints have been filed with the commission prior to the date of the fact finder's report; and

56 4. An impasse exists, the board shall notify the employer and the employee organization that the issues in
57 dispute shall be resolved by a three-member arbitration panel or when the parties mutually agree, the
58 board shall select a single arbitrator in lieu of the arbitration panel.

59 Said panel shall be comprised of three arbitrators, one selected by the employer, one selected by the
60 employee organization and a third impartial arbitrator, who shall act as chairman of the panel who shall
61 be selected by the two previously selected arbitrators. In the event that their party fails to select an
62 arbitrator, or for any reason there is a delay in the naming of an arbitrator, or if the arbitrators fail to select
63 a third arbitrator within the time prescribed by the board, the board shall appoint the arbitrator or

64 arbitrators necessary to complete the panel which shall act with the same force and effect as if the panel
65 had been selected without intervention of the board,

66 In the event that the parties mutually elect to use a single arbitrator, selected by the board to appoint said
67 arbitrator, who shall act with the same force and effect as if a three-member panel had been selected by
68 the parties.

69 The single arbitrator or the arbitration panel acting through its chairman, shall conduct a hearing within
70 ten days after the date of appointment of its chairman, at a place within the locality of the municipality
71 involved where feasible. The chairman shall give at least seven days notice in writing to each of the other
72 arbitrators. The chairman or single arbitrator shall give like notice to the representatives of the municipal
73 employer and employee organizations of the time and place of such hearing.

74 The single arbitrator or chairman shall preside over the hearing and shall take testimony. Upon
75 application and for good cause shown, a person, labor organization, or government unit having substantial
76 interest therein may be granted leave to intervene by the arbitration panel. The proceedings shall be
77 informal. Any oral or documentary evidence and other data deemed relevant by the arbitration panel or
78 single arbitrator may be received into evidence. The arbitrators shall have the power to administer oaths
79 and to require by subpoena the attendance and testimony of witnesses, the production of books, records
80 and other evidence relative to or pertinent to the issues presented to them for determination. If any person
81 refuses to obey a subpoena or refuses to be sworn or to testify, or if any witness, party or attorney is guilty
82 of any contempt while in attendance at any hearing, the arbitration panel or single arbitrator may, or the
83 district attorney if requested, shall invoke the aid of the superior court within the jurisdiction in which the
84 hearing is being held for the court to issue an appropriate order.

85 A record of the proceedings shall be kept, and the chairman or single arbitrator shall arrange for the
86 necessary recording service. Transcripts may be ordered at the expense of the party ordering them, but the
87 transcripts shall not be necessary for an award by the panel or single arbitrator. The hearing may be
88 continued at the discretion of the panel or single arbitrator and shall be concluded within forty days from
89 the time of commencement. At the conclusion of the hearing, each party shall submit a written statement

90 containing its last and best offer for each of the issues in dispute to the panel or single arbitrator, who
91 shall take said statements under advisement. Within ten days after the conclusion of the hearing, a
92 majority of the panel, or the single arbitrator, shall select as the last and best arbitration award either the
93 employer's written statement of its last and best offer, the employee organization's written statement of
94 its last and best offer, or the recommendations of the fact finder, if a fact finding report and
95 recommendations have been issued, and immediately shall give written notice of the selection to the
96 parties. The selection shall be final and binding upon the parties and upon the appropriate legislative
97 body. Within thirty calendar days of the last and best offer selection and award, the impartial chairperson
98 of the arbitration panel, or the single arbitrator, shall issue a written opinion inclusive of an analysis of all
99 statutory facts applicable to the proceedings.

100 At any time before the rendering of an award, the chairman of the arbitration panel or single arbitrator, if
101 he is of the opinion that it would be useful or beneficial to do so, may remand the dispute to the parties for
102 further collective bargaining. If the dispute is remanded for further collective bargaining, the time
103 provisions of this act shall be extended for a period equal to that of the remand.

104 In the event that the representatives of the parties mutually resolve each of the issues in dispute and agree
105 to be bound accordingly, said representatives may, at any time prior to the final decisions by the panel, or
106 single arbitrator, request that the arbitration proceedings be terminated, the panel, acting through its
107 chairman or single arbitrator, shall terminate the proceedings.

108 The factors among others, to be given right by the arbitration panel or single arbitrator in arriving at the
109 decision shall include:

110 1. The financial ability of the municipality to meet costs. Such factors which shall be taken into
111 consideration shall include but not be limited to (a) the city, town or district's state reimbursements and
112 assessments; (b) the city, town or district's long and short term bonded indebtedness; (c) the city, town or
113 district's estimated share in the metropolitan district commission deficit; (d) the city, town or district's
114 estimated share in the Massachusetts Bay Transportation Authority's deficit; and (e) consideration of the
115 average per capita property tax burden, average annual income of members of the community, the effect

116 any accord by the panel or single arbitrator might have on the respective property tax rates on the city or
117 town.

118 2. The interests and welfare of the public.

119 3. The hazards of employment, physical, educational, and mental qualifications, job training and skills
120 involved.

121 4. A comparison of wages, hours and conditions of employment of the employees involved in the
122 arbitration proceedings with the wages, hours and conditions of employment of other employees
123 performing similar services and with other employees generally in public and private employment in
124 comparable communities.

125 5. The decisions and recommendations of the fact finder, if any.

126 6. The average consumer prices for goods and services commonly known as the cost of living.

127 7. The overall compensation presently received by the employees including direct wages and fringe
128 benefits.

129 8. Changes in any of the foregoing circumstances while the arbitration proceedings were pending.

130 9. Such other factors, not confined to the foregoing, which are normally or traditionally taken into
131 consideration in the determination of wages, hours and conditions of employment through voluntary
132 collective bargaining, mediation, fact finding, arbitration or otherwise between parties, in the public
133 service or in private employment.

134 10. The stipulation of the parties.

135 Any determination or decision of the arbitration panel or single arbitrator if supported by material and
136 substantive evidence on the whole record shall be binding upon the parties and may be enforced at the
137 instance of either party, the single arbitrator or the arbitration panel in the superior court in equity,
138 provided however, that the scope of arbitration in police matters shall be limited to wages, hours, and
139 conditions of employment and shall not include the following matters of inherent managerial policy: the
140 right to appoint, promote, assign and transfer employees; and provided, further, that the scope of
141 arbitration in firefighter matters shall not include the right to appoint and promote employees.

142 Assignments shall not be within the scope; provided, however, that the subject matters of initial station
143 assignment upon appointment or promotion shall be within the scope of arbitration. The subject matter of
144 transfer shall not be within the scope of arbitration, provided, however, that the subject matters of
145 relationship of seniority to transfers and disciplinary and punitive transfers shall be within the scope of
146 arbitration. Notwithstanding any other provisions of this chapter to the contrary, no municipal employer
147 shall be required to negotiate over subjects of minimum manning of shift coverage, with an employee
148 organization representing municipal police officers and firefighters.

149 The commencement of a new municipal finance year prior to the final awards by the arbitration panel
150 shall not be deemed to render a dispute moot, or to otherwise impair the jurisdiction or authority of the
151 arbitration panel or its award. Any award of the arbitration panel may be retroactive to the expiration date
152 of the last contract.

153 If a municipal employer, or an employee organization willfully disobeys a lawful order of enforcement
154 pursuant to this section, or willfully encourages or offers resistance to such order whether by strike or
155 otherwise, the punishment for each day that such contempt continues may be a fine for each day to be
156 determined at the discretion of said court.

157 Each of the parties shall provide compensation for the arbitrator which he has selected pursuant to this
158 section. The remaining costs of arbitration proceedings under this section shall be divided equally
159 between the parties. Compensation for the arbitrators shall be in accordance with a schedule of payment
160 established by the American Arbitration Association.

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