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TABLE OF CONTENTS

THE COMMONWEALTH OF MASSACHUSETTS  
BOARD OF CONCILIATION AND ARBITRATION

FISCAL 1984  
ANNUAL REPORT

I THE BOARD AND ITS MISSION

II THE BOARD'S FUNCTIONS AND ACTIVITY LEVEL

- A. INTEREST MEDIATION
- B. GRIEVANCE MEDIATION
- C. GRIEVANCE ARBITRATION
- D. MEDIATION OF UNFAIR LABOR PRACTICES
- E. EDUCATION PROGRAMS FOR THE LABOR RELATIONS COMMUNITY

III BOARD STAFF

IV. TABLES OF CASES

- A. INTEREST MEDIATION
- B. GRIEVANCE ARBITRATION

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ACQUISITIONS

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BOARD OF CONCILIATION AND ARBITRATION: ANNUAL REPORT - FY 1984

I. The Board and Its Mission

The Board of Conciliation and Arbitration is an independent, quasi-judicial agency within the Executive Office of Labor, but not subject to the jurisdiction thereof. The policy behind the creation of the Board is expressed in Chapter 23C of the General Laws, the Board's enabling act:

§ 1. Declaration of Policy

It is hereby declared the public policy of this state that the best interests of the people of the state are served by the prevention or prompt settlement of labor disputes; and it shall be the responsibility and objective of the Board of Conciliation and Arbitration to take such steps as will most effectively and expeditiously encourage the parties to a labor dispute to agree on the terms of a settlement or to agree on the method and procedure which shall be used to resolve a dispute.

It is recognized that a constructive and harmonious long-term collective bargaining relationship is the most positive way to avoid labor disputes, and such a relationship can be effectively developed in the public sector through the use of joint labor management committees.

The Board fulfills its mission by providing several services to the Massachusetts labor relations community. These services presently include: (1) interest mediation, mediation of issues arising out of contract negotiations; (2) grievance mediation, prehearing conciliation of grievance arbitration cases; (3) grievance arbitration, the final and binding hearing and decision of collective bargaining agreement disputes; (4) unfair labor practice mediation, mediation of cases referred by the State's Labor Relations Commission; and (5) educational outreach, participation in education programs in the state, regional and national labor relations community.

II. The Board's Functions and Activity Level

A. Interest Mediation

Through mediation, the Board's staff of professional mediators assist public and private sector managements and unions to resolve disputes arising out of contract negotiations. In public sector disputes, there is a second level of dispute resolution, fact-finding, which is administered by the Board. Groups availing themselves of the Board's mediation service include, among others; cities, towns, health care institutions, schools, cemeteries and their various employee units. The mediation service is the Board's highest program priority because negotiation disputes have greatest potential for causing disruptions in the workplace. In addition, disputes involving one group of employees can often set off a ripple effect involving different employee groups working for the same employer or even other employers. Because disruption in the workplace can have substantial economic consequences for the employer, the community in which the employer is located, the union and the employees, a speedy settlement is in the best interest of all concerned.

As public sector employers and employees are the heaviest users (87%) of the service, the Board's mediation service constitutes a form of local aid which is provided at no charge to the parties in a labor dispute. (See Public Employee bargaining legislation M.G.L. c. 150 E §9.) There is sound policy behind this system. The State has significant economic and non-economic interests in the rapid resolution of labor disputes and these interests ought not depend on the parties' ability to pay for the help of professional neutrals.

In FY 1984 the Board closed 221 interest mediation cases. Of these, 80 had been filed in FY 1983 and 141 filed in FY 1984. (See Table A for a list of cases and their disposition.) Settled at the first level of dispute resolution, mediation, were 192 (87%) of the cases. Settled in fact-finding were 17 (8%) of the cases. Settled after receipt of a fact-finder's report were 9 (4%) of the cases. Three cases (1%) in which the MBTA was the employer, went to interest arbitration upon expiration of the statutory mediation period.

A total of 223 interest mediation cases were filed in FY 1984; 141 of those were closed and 82 remained open at the end of FY 1984. There are several reasons for the number of open cases. Board mediators spend an average of 4.74 months working on a case. This creates a year-end carry-over of active but not yet closed cases. Also, many public sector contracts operate on the same fiscal year as the State and parties seek mediation at that time; 53 interest mediation cases were filed in May and June 1984. This means that approximately 1/4 of the total caseload was filed in the last 1/6 of the fiscal year.

#### B. Grievance Mediation

In the past, the Board has informally encouraged the parties coming before it to settle their differences voluntarily. At the close of FY 1984 the Board embarked on a plan to expand its use of grievance mediation. Grievance mediation is an informal, off-the-record process wherein the parties are free to disclose to the mediator the essence of the dispute. Thus, the mediator and the parties are able to design a tailored grievance settlement that may not be available in an arbitrator's award. Parties having participated in grievance mediation approve of the

win/win result as distinguished from the win/lose determination of an arbitrator's award. The resulting settlement typically avoids a detrimental precedent and encourages the development of an effective dispute resolution vehicle concerning labor relations conflicts in general.

Where the subject matter of a case filed for Board arbitration appears to lend itself to mediation, a staff member is assigned to offer assistance in settling the grievance before a hearing is held. Also, where records show that certain bargaining units are filing an unusual number of grievances, the Board offers on-site mediation several weeks in advance of the assigned arbitration hearing dates. Should grievance mediation prove unsuccessful, the case is heard as scheduled by another staff member. Grievance mediation is strictly confidential; the mediator does not discuss the case with the arbitrator. The Board also mediates grievances for parties who, if grievance mediation is not successful, would go to another forum for arbitration.

Over the long term, it is expected that this process will prevent grievances from accumulating and will lay the foundation for more sound bargaining at the negotiating table. The immediate results have been impressive; during 1984, the Board mediated 79 grievances, 53 (67%) of which were successfully settled.

#### C. Grievance Arbitration

Board arbitrators conduct quasi-judicial evidentiary hearings and take arguments in disputes involving the interpretation and application of collective bargaining agreements. The arbitrator then issues a written award and decision which is final and binding upon the parties.

The Board serves a diverse assemblage of employers including:

hospitals, fish packing companies, DPWs, police, fire departments, produce companies, manufacturers, cities, towns, trucking firms, school systems, and soft drink manufacturers to name a few. While the caseload total remained constant, FY 1984 saw a marked increase in the number of public sector cases filed. The number of cases filed involving a public sector employer was 57% in FY 1984; an increase from the FY 1983 level of 40% public sector cases. Discussions with public sector representatives indicate that parties are turning to the Board for two reasons: to combat the skyrocketing cost of private grievance arbitration, a strong factor in the wake of Proposition 2 1/2 constraints, and a perceived improvement in Board arbitration expertise.

During FY 1984, the Board closed 173 grievance arbitration cases. Of these, 65 cases had been filed in FY 1983 and 108 were filed in FY 1984. (See Table B for a list of cases and their disposition.) A hearing was held and decision written by a Board arbitrator in 76 (44%) of the cases. The issue was settled without resort to Board hearing and decision in 97 (56%) of the cases. Cases settle without a hearing in several ways: the filing party may question the strength of its position and unilaterally withdraw the case, the parties might meet informally and reach an accord, or the parties may meet with a Board mediator and settle the issue in grievance mediation. With the new Board emphasis on grievance mediation, an increasing number of arbitrations are successfully resolved in this last manner. (See Section B, Supra.)

A total of 194 grievance arbitration cases were filed in FY 1984; 108 were closed and 86 remained open. Of those 86 open cases, 15 were

heard in FY 1984 but decisions written in FY 1985, and 71 had not been heard as of June 30, 1984. It should be noted that of these 71 cases, 28 were filed during the last two months of FY 1984.

#### D. Mediation of Unfair Labor Practices

Chapter 351 of the Acts of 1981 amended Section 11 of C. 150E to permit the Labor Relations Commission to refer certain unfair labor practice cases to the Board for mediation.

Of the five cases referred to the Board in FY 1984, all were successfully mediated and the unfair labor practice charge withdrawn from the Labor Relations Commission.

#### E. Education Programs for the Labor Relations Community

The Board participates with other government agencies and private individuals and groups in developing and presenting educational programs for the labor relations community. Through these programs the Board seeks to educate labor and management groups about the advantages of developing mature, productive, and harmonious relationships between labor and management and to instruct the parties in the methods, techniques and art of resolving disputes and building positive working relationships.

During FY 1984, Board members took an active role in several forums. The board helped plan and execute a regional conference sponsored by the New England Consortium of State Labor Relations Agencies. The Chairman and one Mediator/Arbitrator spoke at a meeting of the Association of Labor Relations Agencies in New Brunswick. The Chairman and Vice-Chairman taught courses at the Labor Guild. The Chairman lectured

at the Massachusetts Bar Association public sector meeting as well as the Boston Bar Association public sector labor law day. The Chairman also spoke at the AFL-CIO convention. The Vice-Chairman addressed the Massachusetts Teachers Association leadership conference.

In addition, the Board has been represented by its staff at American Arbitration Association meetings, the NLRB regional conference and various labor organization and management group conventions.

### III. Board Staff

FY 1984 was a time of change at the Board. The Chairman, Edward Sullivan resigned and Governor Dukakis appointed Board Mediator/Arbitrator, Diane Zaar, as chairman. A new Vice-Chairman was appointed: James Snow, former legislative aide for the Commerce and Labor Committee of the Massachusetts House. Nancy Peace, formerly a faculty member at Simmons College and private arbitrator, joined the staff as a mediator/arbitrator. Shortly after the close of FY 1984, two additional mediator/arbitrators were appointed: Marsha Hunter, previously with the Federal Labor Relations Authority, and Michael Ryan, formerly a private arbitrator practicing in Maine. A new administrative assistant, Lynette Fields, also joined the staff.

Chairman: Diane Zaar

Vice-Chairman: James Snow

Mediator/Arbitrators: Marsha Hunter

Elliot Klitzman

Nancy Peace

Michael Ryan

Mediators: Douglas Botts

Walter Diehl

William Doherty

George Fitzpatrick

James Leydon

Jack Mark

Administrative  
Assistant:

Lynette Fields

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-1

TABLE A  
ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 48-1983	Waltham Schools Custodians		X	
PS 49-1983	Marlboro Schools Custodians			X
PS 83-1983	City of Newton AFSCME Foremen			X
PS 84-1983	City of Newton AFSCME School Traffic Super.			X
PS 92-1983	Beverly DPW		X	
PS 94-1983	Marlboro SEIU Foremen		X	
PS 95-1983	Marlboro Public Works		X	
PS 99-1983	Southwick Highway Water & Health AFSCME Clerks & Dispatchers	X		
PS 106-1983	Stoneham DPW, Non-Professional		X	
PS 119-1983	Wareham AFSCME Highway Dept. Ees	X		
PS 120-1983	Waltham AFSCME Public Works Ees			X
PS 121-1983	Worcester Clerks	X		
PS 122-1983	MBTA Building Trades			Arbitration, see M.G.L. c.161 §19D
PS 133-1983	Worcester City Hospital Nurses	X		
PS 136-1983	Beverly Schools AFSCME Custod/Clerks/Cafeteria	X		
PS 138-1983	King Philip Regional Schools AFSCME		X	
PS 140-1983	Seekonk AFSCME Highway Ees	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-2

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 141-1983	Seekonk Schools AFSCME Clerks	X		
PS 143-1983	Seekonk Schools AFSCME Aides	X		
PS 146-1983	Assabet Valley Reg. Voc. Schools Teachers	X		
PS 147-1983	Quincy Clerks/City Hall			X
PS 148-1983	Webster DPW SEIU	X		
PS 149-1983	MBTA Carmen's Union			
PS 156-1983	Hull AFSCME Clerks	X		
PS 159-1983	Ludlow Schools Secretaries		X	
PS 162-1983	Quincy Schools Teacher Aides	X		
PS 164-1983	Middleboro Schools Teachers/Specialists/Library			X
PS 165-1983	Nauset Regional Schools SEIU #254	X		
PS 166-1983	Arlington AFSCME #680	X		
PS 173-1983	Hunt Memorial Hospital Professionals	X		
PS 176-1983	Amherst - Pelham Schools Teachers		X	
PS 183-1983	Wilmington Schools Teachers	X		
PS 185-1983	Maynard Schools Secretaries	X		
PS 189-1983	Weston Schools AFSCME Custod. Trades	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-3

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 190-1983	Winchester Schools Principals	X		
PS 191-1983	Amherst DPW	X		
PS 192-1983	Halifax AFSCME Dispatchers	X		
PS 193-1983	Walpole Schools AFSCME, School Clerks	X		
PS 194-1983	Rochester Schools Teachers	X		
PS 196-1983	Mashpee SEIU	X		
PS 198-1983	Avon AFSCME/Lib./Clerks/Custod.			X
PS 199-1983	Avon Schools Teachers, Dept. Heads	X		
PS 201-1983	Danvers Schools Teachers		X	
PS 204-1983	Franklin Co. Schools Teachers	X		
PS 206-1983	Scituate Schools Teachers, Professionals		X	
PS 207-1983	Granville Schools Teachers	X		
PS 208-1983	Nashoba Valley Tech. HS Teachers, Nurses	X		
PS 210-1983	Millis Schools Administrators	X		
PS 211-1983	Amesbury Schools Teachers, Dept. Heads	X		
PS 212-1983	Nashoba Valley HS Cafeteria Ees.	X		
PS 213-1983	Norwell Schools Teachers	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-2

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 141-1983	Seekonk Schools AFSCME Clerks	X		
PS 143-1983	Seekonk Schools AFSCME Aides	X		
PS 146-1983	Assabet Valley Reg. Voc. Schools Teachers	X		
PS 147-1983	Quincy Clerks/City Hall			X
PS 148-1983	Webster DPW SEIU	X		
PS 149-1983	MBTA Carmen's Union			
PS 156-1983	Hull AFSCME Clerks	X		
PS 159-1983	Ludlow Schools Secretaries		X	
PS 162-1983	Quincy Schools Teacher Aides	X		
PS 164-1983	Middleboro Schools Teachers/Specialists/Library			X
PS 165-1983	Nauset Regional Schools SEIU #254	X		
PS 166-1983	Arlington AFSCME #680	X		
PS 173-1983	Hunt Memorial Hospital Professionals	X		
PS 176-1983	Amherst - Pelham Schools Teachers		X	
PS 183-1983	Wilmington Schools Teachers	X		
PS 185-1983	Maynard Schools Secretaries	X		
PS 189-1983	Weston Schools AFSCME Custod. Trades	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-3

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 190-1983	Winchester Schools Principals	X		
PS 191-1983	Amherst DPW	X		
PS 192-1983	Halifax AFSCME Dispatchers	X		
PS 193-1983	Walpole Schools AFSCME, School Clerks	X		
PS 194-1983	Rochester Schools Teachers	X		
PS 196-1983	Mashpee SEIU	X		
PS 198-1983	Avon AFSCME/Lib./Clerks/Custod.			X
PS 199-1983	Avon Schools Teachers, Dept. Heads	X		
PS 201-1983	Danvers Schools Teachers		X	
PS 204-1983	Franklin Co. Schools Teachers	X		
PS 206-1983	Scituate Schools Teachers, Professionals		X	
PS 207-1983	Granville Schools Teachers	X		
PS 208-1983	Nashoba Valley Tech. HS Teachers, Nurses	X		
PS 210-1983	Millis Schools Administrators	X		
PS 211-1983	Amesbury Schools Teachers, Dept. Heads	X		
PS 212-1983	Nashoba Valley HS Cafeteria Ees.	X		
PS 213-1983	Norwell Schools Teachers	X		



ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-4

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 214-1983	Plymouth Library	X		
PS 215-1983	Plymouth DPW	X		
PS 216-1983	Salem Schools Tutors	X		
PS 217-1983	Northboro - Southboro Reg. School Teachers	X		
PS 218-1983	Bay State Bus Corp. Drivers/Maintenance	X		
PS 219-1983	Weymouth SEIU/Clerks/Custod.	X		
PS 222-1983	Duxbury AFSCME Town Ees.	X		
PS 223-1983	Ayer DPW	X		
PS 225-1983	Martha's Vineyard Schools Teachers, Nurses	X		
PS 226-1983	Hale Hospital Mass. Nurses	X		
PS 227-1983	East Bridgewater Schools Teachers, Specialists, etc.	X		
PS 228-1983	Wellesley AFSCME Public Works	X		
PS 229-1983	Plymouth Carver Reg. School Administrators	X		
PS 230-1983	Attleboro Schools Teachers	X		
PS 231-1983	Franklin Schools Custodians	X		
PS 232-1983	North Attleboro DPW	X		
PS 233-1983	Wrentham Public Works	X		

ANALYSIS OF INTEREST MEDIATION

A-5

CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 234-1983	Belmont Schools Teachers	X		
PS 235-1983	Quabog Schools Teachers	X		
PS 236-1983	North Andover Schools Teachers	X		
PS 237-1983	Haverhill SEIU Maintenance	X		
PS 238-1983	Haverhill SEIU Nurses	X		
PS 239-1983	Taunton Schools Clerks, Aides	X		
PS 240-1983	Dartmouth Schools Teachers	X		
PS 241-1983	Ayer Schools Teachers	X		
PVT 41-1983	Lynn Hospital Mass. Nurses	X		
PVT 80-1983	Holyhood Cemetery Assoc. Firemen/Oilers/Maint. Powerhouse	X		
PVT 89-1983	Lynn Hospital Nurses	X		
PVT 92-1983	Wholesale Liquor Co. Teamsters	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-6

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 1-1984	Ayer Schools Teachers	X		
PS 2-1984	Worcester Hospital Local 285	X		
PS 3-1984	Plymouth Carver Schools Educational Association	X		
PS 4-1984	Great Barrington Waste Water & Highway	X		
PS 5-1984	Springfield Hospital AESCME	X		
PS 6-1984	Springfield Clerical & Technical	X		
PS 7-1984	Plymouth County Hospitals LPN's, Dietary	X		
PS 8-1984	Wellesley Supervisors	X		
PS 9-1984	Wellesley Clerical	X		
PS 10-1984	Billerica Schools Cafeteria	X		
PS 11-1984	Plymouth Carver Schools Secretaries	X		
PS 12-1984	Weymouth Schools Teachers, Counselors, Nurses	X		
PS 13-1984	Billerica Schools Clerical	X		
PS 14-1984	Westport Schools Teachers	X		
PS 15-1984	Sturbridge Schools Teachers		X	
PS 16-1984	South Middlesex Vocational Schools Maintenance, Custodian	X		
PS 17-1984	Waltham Traffic Supervisors	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-7

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 19-1984	Bedford Schools Professionals	X		
PS 20-1984	Weston Clerical	X		
PS 21-1984	Princeton Schools Teachers	X		
PS 22-1984	Holyoke Water AFSCME 1302	X		
PS 23-1984	Northshore Reg. Voc. Schools Education Association	X		
PS 24-1984	Milford Schools Teachers	X		
PS 25-1984	Hingham Schools Custodians, Bus Drivers	X		
PS 26-1984	Lynn Schools Counselors, Dept. Heads	X		
PS 27-1984	Norton Schools Teachers Association		X	
PS 28-1984	Hunt Memorial Hospital SEIU 285	X		
PS 29-1984	Pentucket Schools Nurses	X		
PS 30-1984	Methuen Schools Administrators	X		
PS 31-1984	Mansfield Public Works	X		
PS 32-1984	North Attleboro Clerical	X		
PS 34-1984	Leominster Schools Teachers	X		
PS 35-1984	Cape Cod Reg. Voc. Tech Teachers, Nurses	X		
PS 36-1984	Yarmouth NAGE, Non-Professionals	X		

## ANALYSIS OF INTEREST MEDIATION

A-8

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 37-1984	Yarmouth NAGE, Dept. Heads	X		
PS 38-1984	Somerset Maintenance	X		
PS 39-1984	Somerset Laborers	X		
PS 40-1984	Plymouth Clerical	X		
PS 41-1984	Walpole Clerical		X	
PS 42-1984	Merrimac DPW, Light	X		
PS 43-1984	Easthampton Schools Teachers			X
PS 44-1984	Barnstable County Correctional Officers	X		
PS 46-1984	Berlin-Boylston Reg. Schools Teachers, Specialists, Librarians	X		
PS 49-1984	Barnstable County Teamsters	X		
PS 50-1984	Barnstable County Hospital Nurses	X		
PS 51-1984	Norfolk County Hospital Administrators	X		
PS 53-1984	Worcester Vocational Schools Teachers, Counselors	X		
PS 54-1984	Quincy City Hospital Nurses	X		
PS 55-1984	Everett Schools Custodians	X		
PS 56-1984	Middlesex County Professional	X		
PS 57-1984	Freetown-Lakeville Reg. Schools Secretary, Aides	X		
PS 59-1984	Lynnfield Schools Custodians, Cafeteria	X		

## ANALYSIS OF INTEREST MEDIATION

A-9

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 60-1984	Franklin Schools Custodians, Maintenance	X		
PS 61-1984	Beverly IAFF	X		
PS 62-1984	Medford DPW	X		
PS 63-1984	Southwick Schools Education Association		X	
PS 64-1984	Sandwich Schools Education Association	X		
PS 65-1984	Dudley Charlton Schools Teachers	X		
PS 66-1984	Westport Custodians	X		
PS 67-1984	Whittier Reg. Schools Teachers	X		
PS 68-1984	West Springfield DPW	X		
PS 69-1984	Hampden Schools Teachers	X		
PS 70-1984	East Longmeadow Schools Administrators	X		
PS 71-1984	Boston Graphic Arts		X	
PS 72-1984	MBTA Tech Engineers			Arbitration, see M.G.L. c. 161A §19D
PS 73-1984	Westport Schools Administrators	X		
PS 74-1984	Wayland Schools Teachers	X		
PS 76-1984	Woburn Clerical	X		
PS 77-1984	Woburn Highway, Parks	X		
PS 78-1984	Cambridge Schools Custodians, Matrons	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-10

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 79-1984	Brewster Supervisors	X		
PS 80-1984	Board of Regents of Higher Education Mass. Nurses	X		
PS 81-1984	Wayland Library	X		
PS 82-1984	Springfield Water Department	X		
PS 83-1984	Marblehead Schools Teacher Aides	X		
PS 84-1984	Hale Hospital Department Heads	X		
PS 85-1984	Hale Hospital Administrators	X		
PS 86-1984	Hale Hospital Technicians	X		
PS 87-1984	Hunt Hospital Registered Nurses	X		
PS 88-1984	West Bridgewater Clerical	X		
PS 89-1984	West Bridgewater Highway	X		
PS 90-1984	Mansfield Schools Custodians	X		
PS 91-1984	Lexington Schools Custodians	X		
PS 92-1984	Berkshire Cty. Sheriff Corrections Officers	X		
PS 93-1984	Dracut Schools Teachers	X		
PS 95-1984	Boston Non-Professional & Professional	X		
PS 98-1984	Worcester Schools Teachers	X		
PS 99-1984	Dracut Schools Teachers, Administrators	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-11

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 100-1984	Northern Berkshire Schools Teachers			X
PS 101-1984	Bedford Schools Custodians, Maintenance	X		
PS 102-1984	Norfolk County Commissioner AFSCME	X		
PS 103-1984	Medford Traffic Supervisors	X		
PS 104-1984	Middlesex County Jail Correctional Officers	X		
PS 105-1984	Boston LPN's	X		
PS 106-1984	Boston Registered Nurses	X		
PS 107-1984	Boston Suffolk County	X		
PS 108-1984	Boston Clerical, Tech., Professionals	X		
PS 109-1984	Boston Public Health Nurses	X		
PS 110-1984	Hopkinton Highway, Water, Police		X	
PS 111-1984	Bedford Schools Cafeteria	X		
PS 112-1984	Plymouth Carver Schools Education Association		X	
PS 113-1984	Millbury Highway, Health, Sewer	X		
PS 114-1984	Millbury Clerks, Custodians	X		
PS 116-1984	Franklin Public Works	X		
PS 118-1984	Duxbury Secretaries, Clerks	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-12

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 120-1984	Framingham Secretaries, Clerks	X		
PS 121-1984	Ashland Schools Administrators	X		
PS 123-1984	Worcester Nurses	X		
PS 124-1984	Norfolk County Commissioners Maintenance, Technical	X		
PS 125-1984	Onset Water Department	X		
PS 126-1984	Cambridge Nurses	X		
PS 129-1984	Lee DPW	X		
PS 130-1984	Barnstable Teamster #59	X		
PS 132-1984	Westport Clerks	X		
PS 135-1984	Easton DPW	X		
PS 136-1984	Bristol County Corrections Correctional Officers	X		
PS 138-1984	King Philip Schools Teachers, Nurses	X		
PS 141-1984	Worcester Schools Mechanics	X		
PS 142-1984	Falmouth Professional & Non-Professional	X		
PS 143-1984	West Springfield Secretaries	X		
PS 146-1984	Tantasqua Regional Schools Teachers Association	X		

ANALYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-13

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDING REPORT
PS 152-1984	Dover Sherborn Regional Schools Teachers	X		
PS 153-1984	Swansea Schools Cafeteria	X		
PS 155-1984	Shrewsbury Schools Teachers	X		
PS 156-1984	University of Lowell Professional, Administrator	X		
PS 157-1984	Holland Schools Teachers	X		
PS 160-1984	Needham Schools Teachers	X		
PS 172-1984	Hanson Highway & Water	X		
PS 178-1984	Reading Schools Aides	X		
PS 190-1984	Stoneham Clerks	X		
PS 201-1984	Amesbury DPW	X		
PVT 2-1984	N.E. Telephone & Telegraph Clerical	X		
PVT 5-1984	Niles Corp. Communications	X		
PVT 8-1984	Eureka Blank Book Co. Graphics	X		
PVT 15-1984	WCVB-TV 5 Photog., Tech., Production	X		
PVT 17-1984	Page & Goodwin Printing Typographical	X		
PVT 18-1984	M & M Printing Typographical	X		

ANAYSIS OF INTEREST MEDIATION  
CASES CLOSED IN FISCAL YEAR 1984

A-14

CASE NO.	PARTIES	SETTLED IN MEDIATION	SETTLED IN FACTFINDING	SETTLED AFTER FACTFINDER REPORT
PVT 21-1984	Dennison National Graphics	X		
PVT 22-1984	Dennison National Graphics	X		
PVT 30-1984	Boston Catholic Cemetery Firemen & Oilers	X		
PVT 31-1984	P & B Bus Co. Drivers	X		

TABLE B  
ANALYSIS OF GRIEVANCE ARBITRATION  
CASES CLOSED IN FISCAL YEAR 1984

ANALYSIS OF GRIEVANCE ARBITRATION

B-1

CASES CLOSED IN FISCAL YEAR 1984

ANALYSIS OF GRIEVANCE ARBITRATION

B-2

CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A 7-1983	Management Resources Local 437	X	
A 22-1983	Management Resources Local 437		X
A 24-1983	Bridgewater Police	X	
A 45-1983	Westport AFSCME 93		X
A 46-1983	Braintree AFSCME	X	
A 73-1983	Westport Local 1666	X	
A 80-1983	Braintree AFSCME	X	
A 84-1983	Lowell Housing Authority Local 877	X	
A 85-1983	Greater Lawrence Reg. Schools Teachers	X	
A 94-1983	Braintree Local 466		X
A 98-1983	Hull AFSCME (DPW)		X
A103-1983	Kingston AFSCME	X	
A105-1983	Lowell Housing Authority Local 437	X	
A106-1983	Haverhill Local 437		X
A126-1983	Foss Manufacturing Local 437	X	
A127-1983	Haverhill Local 437	X	

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A128-1983	Braintree U.W.U.A. 466		X
A129-1983	Braintree U.W.U.A. 466		X
A130-1983	Hull Local 344	X	
A133-1983	Foss Manufacturing Local 437	X	
A139-1983	Stride Rite Local 1445		X
A140-1983	Stride Rite Local 1445	X	
A141-1983	Woburn Firefighters	X	
A145-1983	Northeast Reg. Voc. Schools Teachers	X	
A149-1983	Haverhill Local 285	X	
A151-1983	Arlington Schools AFSCME	X	
A156-1983	Everett Schools Teachers	X	
A157-1983	Sportservice Corp. Local 1445	X	
A160-1983	Auburn Local 170	X	
A161-1983	Braintree U.W.U.A. 466	X	
A162-1983	Northampton Schools Teachers	X	
A163-1983	Woburn I.B.F.O. 313	X	

## ANALYSIS OF GRIEVANCE ARBITRATION

B-3

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A168-1983	Fall River Schools AFSCME	X	
A170-1983	Norwood Local 1631		X
A172-1983	Bucknell-Fuller Local 837	X	
A173-1983	Everett Schools Teachers		X
A174-1983	Everett Schools Teachers		X
A175-1983	Everett Schools Teachers		X
A178-1983	Union Labor Services Local 59		X
A179-1983	County of Essex Local 42		X
A180-1983	Bachman Co. Local 494		X
A181-1983	Caribou Fish Co. Seafood Workers		X
A182-1983	Turner Fisheries Seafood Workers		X
A183-1983	Bart Tribuna Fish Seafood Workers	X	
A184-1983	Vaughn Corp. Teamsters 437	X	
A186-1983	Hertz Corp. Teamsters 841	X	
A187-1983	Alden Corrugated Container Local 408		X
A188-1983	Alden Corrugated Container Local 408	X	
A190-1983	Mass. Wholesale Drug Local 1459		X

## ANALYSIS OF GRIEVANCE ARBITRATION

B-4

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A192-1983	Star Container Corp. Local 170	X	
A193-1983	Haverhill Teamsters 437		X
A194-1983	Springfield Schools R1-164 NAGE	X	
A196-1983	Industrial Service Centers Local 379	X	
A197-1983	Alden Corrugated Container Local 408		X
A198-1983	Greater Lawrence Reg. HS AFT 1707	X	
A199-1983	Coca Cola Bottling Co. Teamsters 59	X	
A200-1983	Coca Cola Bottling Co. Teamsters 59		X
A201-1983	Worcester MTA		X
A203-1983	F.M. Byrnes Seafood #2	X	
A204-1983	F.M. Byrnes Seafood #2	X	
A205-1983	Globe Fish Co. Local 2		X
A206-1983	Spincraft Local 49		X
A207-1983	Columbia Manufacturing Bicycle Workers	X	
A208-1983	T.J. Busalacci Seafood Workers	X	
A209-1983	Seekonk IAFF		X



## ANALYSIS OF GRIEVANCE ARBITRATION

B-5

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A 1-1984	Pope Machinery Local 527		X
A 2-1984	Vaughn Manufacturing Co. Local 437	X	
A 3-1984	Paragon Rubber Local 273		X
A 4-1984	County of Worcester Local 495 SEIU		X
A 5-1984	Haverhill (Hale) Local 285 SEIU		X
A 6-1984	Haverhill Local 285 SEIU		X
A 7-1984	Haverhill Local 285 SEIU		X
A 8-1984	Haverhill Local 285 SEIU		X
A 9-1984	Peter Poor Ambulance Teamsters 437		X
A10-1984	Merrimack Valley Area Transit Local 437	X	
A11-1984	F.M. Byrnes Co. Seafood Workers #2	X	
A12-1984	Merrimack Valley Area Transit Teamsters 437	X	
A13-1984	Costa Fruit and Produce Teamsters 25	X	
A14-1984	Bridgewater Police Association		X
A15-1984	West Springfield Schools Education Asociation	X	
A16-1984	Haverhill Local 437		X

## ANALYSIS OF GRIEVANCE ARBITRATION

B-6

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A17-1984	Haverhill Local 437		X
A18-1984	Cummins North Atlantic Teamsters 841		X
A21-1984	Bridgewater Police Association		X
A22-1984	Paragon Rubber Corp. Local 273		X
A23-1984	Roy Brothers Local 49	X	
A25-1984	Foss Manufacturing Local 437	X	
A26-1984	Country Club Soda Local 404	X	
A27-1984	Foss Manufacturing Local 437	X	
A28-1984	Hudson Schools Teachers		X
A29-1984	Columbia Manufacturing Aerospace Workers	X	
A30-1984	Chicopee Housing Local 257	X	
A31-1984	Industrial Service Center Local 379	X	
A33-1984	Mass. Wholesale Drug Local 1459	X	
A34-1984	Alden Corrugated Container Teamsters 59		X
A35-1984	Coca Cola Bottling Local 59	X	
A36-1984	Maritime Terminal Local 59		X

## ANALYSIS OF GRIEVANCE ARBITRATION

B-7

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A37-1984	Tufts University SEIU Local 254	X	
A38-1984	Costa Fruit & Produce Teamsters 25		X
A39-1984	Costa Fruit & Produce Teamsters 25	X	
A40-1984	Worcester County Hospital Local 495		X
A41-1984	Seaside Fish Co. Local #2	X	
A42-1984	Bridgewater Police Association		X
A43-1984	Orange Local 322		X
A44-1984	Essex Agricultural & Tech. Inst. Hawthorne Teachers	X	
A45-1984	Mal's Supermarket Local 592		X
A48-1984	Hertz Corp. Teamsters 841		X
A49-1984	Everett Schools Teachers		X
A50-1984	Everett Schools Teachers		X
A52-1984	Haverhill Teamsters 437		X
A53-1984	Foss Manufacturing Teamsters 437		X
A55-1984	KMD Corp. D/B/A Diamond Bakery Local 45		X
A56-1984	New Bedford AFSCME 93		X

## ANALYSIS OF GRIEVANCE ARBITRATION

B-8

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A58-1984	Realty Operation & Service Corp. SEIU 254		X
A59-1984	Spencer - E. Brookfield Reg. Sch. SEIU 495	X	
A60-1984	Mass. Wholesale Drug Local 1459		X
A61-1984	Georgetown Sand & Gravel Local 437	X	
A62-1984	Coca Cola Bottling of Cape Cod Teamsters 59	X	
A63-1984	Coca Cola Bottling of Cape Cod Teamsters 59	X	
A64-1984	East Bridgewater NAGE		X
A65-1984	State Line Potato Chip Salesman's Association	X	
A66-1984	Hull Schools AFSCME (custodial)		X
A67-1984	Ayer DPW AFSCME Local 1703	X	
A68-1984	Frionor Kitchens Teamsters 59	X	
A69-1984	Paragon Rubber Corp. Local 273		X
A70-1984	Ayer DPW AFSCME Local 1703	X	
A71-1984	Ayer AFSCME Local 1703	X	
A72-1984	Norwell IAFF Local 2700	X	
A73-1984	Coca Cola Bottling Co. Teamsters 59		X

## ANALYSIS OF GRIEVANCE ARBITRATION

B-9

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A74-1984	Rourke-Eno Paper Co. Teamsters 49		X
A75-1984	Vaughn Corp. Teamsters 437		X
A76-1984	Swansea AFSCME	X	
A77-1984	Somerville-Cambridge Elder Serv. Local 925		X
A79-1984	SCA Disposal Local 437	X	
A80-1984	Airways Transportation Teamsters 496	X	
A81-1984	Paragon Rubber Corp. Local 273	X	
A82-1984	Merrimack Valley Transportation Teamsters 437	X	
A83-1984	SCA Disposal Service Teamsters 437		X
A84-1984	SCA Disposal Service Teamsters 437		X
A85-1984	O.R. Cote Co. Teamsters 404		X
A86-1984	Dracut Local 2586 Firefighters	X	
A87-1984	West Boylston Teamsters 170		X
A88-1984	Haverhill IAFF Local 1011		X
A89-1984	Seaside Fish Co. Seafood Workers #2		X
A90-1984	Curran & Morton of Lowell Teamsters 49		X

## ANALYSIS OF GRIEVANCE ARBITRATION

B-10

## CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A 92-1984	Bixby International Corp. ACTWU Shoe Div.		X
A 95-1984	Hathaway Oil Co. Teamsters 59		X
A 96-1984	Milbury Local 495		X
A 97-1984	Frionor Kitchens Teamsters 59		X
A 98-1984	Northeast Tool Eng. & Boilermakers 1570		X
A 99-1984	Coca Cola Co. Teamsters 59		X
A100-1984	Coca Cola Co. Teamsters 59		X
A101-1984	Costa Fruit & Produce Teamsters 59	X	
A104-1984	Aracon Inc. Teamsters 16		X
A105-1984	Danvers Schools Teachers Association		X
A107-1984	Mal's Supermarket AFL-CIO Local 592		X
A108-1984	Mal's Supermarket AFL-CIO Local 592		X
A109-1984	Mal's Supermarket AFL-CIO Local 592		X
A111-1984	Rourke-Eno Paper Co. Teamsters 49	X	
A112-1984	County of Essex Teamsters 42		X
A118-1984	Waltham AFL-CIO Police		X

ANALYSIS OF GRIEVANCE ARBITRATION

B-11

CASES CLOSED IN FISCAL YEAR 1984

CASE NO.	PARTIES	BOARD HEARING AND DECISION	SETTLED WITHOUT BOARD HEARING
A123-1984	Allen Shoe Co. AFL-CIO Joint Local 31		X
A124-1984	Sterling Teamsters 170		X
A127-1984	Atlas Paper Co. Teamsters 504		X
A128-1984	Danvers Schools Teachers Association		X
A134-1984	Merrimack Valley Area Transp. Local 437		X
A135-1984	Council of Elders United Labor 1475		X
A139-1984	Seaside Fisheries Co. Seafood Workers #2		X
A140-1984	Haverhill SEIU Local 285		X
A157-1984	Logan Hilton Teamsters 157		X
A159-1984	Hull IBPO Local 344		X
A164-1984	Lowell IBPO		X
A173-1984	Danvers Schools AFSCME		X

**END**