COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS

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In the Matter of         *        
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WORCESTER SCHOOL COMMITTEE *        
and                    *        
*                     *        
EDUCATIONAL ASSOCIATION OF*        
WORCESTER, INC.         *        
*                     *
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Hearing Officer:
Margaret M. Sullivan, Esq.

Appearances:
Sean P. Sweeney, Esq. - Representing the Worcester School Committee
Richard A. Mullane, Esq. - Representing the Educational Association of Worcester, Inc.

HEARING OFFICER DECISION

Summary

1. The issue in this case is whether the Worcester School Committee (Employer) violated Section 10(a)(5) and, derivatively, Section 10(a)(1) of Massachusetts General Laws, Chapter 150E (the Law) by failing to give the Educational Association of Worcester, Inc.'s (EAW) environmental expert access to certain schools in the Worcester Public School system. I find that the Employer violated the Law in the manner alleged.
Statement of the Case

On September 14, 2010, the EAW filed a charge of prohibited practice with the Department of Labor Relations (DLR), alleging that the Employer had engaged in prohibited practices within the meaning of Sections 10(a)(5) and (1) of the Law. A DLR hearing officer conducted an investigation on December 2, 2010. On December 14, 2010, the investigator issued a complaint of prohibited practice alleging that the Employer violated Section 10(a)(5) and, derivatively, Section 10(a)(1) of the Law by failing to: a) provide access to certain schools for an industrial hygienist to conduct polychlorinated biphenyl (PCB) testing (Count 1); and 2) provide certain requested information that was relevant and reasonably necessary for the EAW to execute its duties as the exclusive bargaining representative (Count 2).\(^1\)

The hearing commenced on August 30, 2012 and continued on August 31, and November 19, 2012. On November 19, 2012, the Employer announced that it intended to call James Okun (Okun) as an expert witness on the next day of hearing on December 7, 2012. At the hearing on December 7, 2012, the EAW made an oral motion to exclude Okun's testimony, which the Employer opposed. I denied the EAW's motion, but instructed the Employer to provide the EAW with a copy of Okun's curriculum vitae and an outline of his proposed testimony by December 14, 2012, which the Employer did.\(^2\) The Employer then proceeded to call other witnesses for the remainder of the fourth day of hearing. The hearing was then suspended in order to

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\(^1\) On December 8, 2014, the EAW withdrew the allegations that form the basis of Count 2 of the Complaint.

\(^2\) The Employer supplemented its outline of Okun's proposed testimony on December 20, 2012.
allow the EAW to file a written motion seeking to exclude Okun’s testimony. On July 13, 2013, the EAW filed its written motion to exclude. The Employer filed its opposition to the EAW’s motion on January 29, 2014.³ On September 4, 2014, I issued a ruling denying the EAW’s motion to exclude Okin’s testimony. A fifth day of hearing took place on December 5, 2014, and I closed the hearing record on January 2, 2015. The parties submitted their post-hearing briefs on May 22, 2015. Upon review of the entire record, including my observation of the demeanor of the witnesses, I make the following findings of fact and render the following opinion.

**Stipulated Facts**

1. The City of Worcester is a public employer within the meaning of Section 1 of G.L.c.150E ("the Law").

2. The Worcester School Committee ("Committee") is the representative of the City for the purpose of dealing with school employees.

3. The Educational Association of Worcester, Inc. ("Association"), is an employee organization within the meaning of Section 1 of the Law.

4. By letter from Association President Cheryl A. DeSignore to Dr. Melinda Boone, Superintendent of Worcester Public Schools, dated February 25, 2010, the Association requested permission to enter upon school grounds at Burncoat High School, North High School, and Doherty High School during unoccupied times to conduct polychlorinated biphenyl ("PCB") sampling of the buildings' exterior caulking because of concern about the potential health effects of PCBs.

5. By letter from Sean P. Sweeney, Esq., to Association President DeSignore and Association Executive Secretary Michael P. Sireci dated March 15, 2010, the Committee denied the Association's request for permission to enter upon school grounds to conduct PCB sampling.


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³ Because of the specialized and technical nature of Okun's proposed testimony, both parties made assented-to requests for additional time to file the motion to exclude and the opposition.
Findings of Fact

Background

The Employer has an enrollment of approximately twenty-five thousand students in pre-kindergarten through twelfth grade. The EAW represents a bargaining unit of teachers and other professional employees. From 2005 through 2012, the Massachusetts Teacher’s Association assigned Michael Sireci (Sireci), a field services representative, to serve as the EAW’s Executive Secretary. Sireci, who had worked for the MTA since 1997, also was a member of the MTA’s statewide Environmental Health and Safety Committee (Heath and Safety Committee) and served as staff liaison to that committee.

2008

In June of 2008, the Health and Safety Committee held a meeting at which Robert Herrick (Herrick), Sc.D., CIH, a senior lecturer at the Harvard School of Public Health, made a presentation about the presence in school buildings of polychlorinated biphenyl, an organic compound commonly referred to as PCBs. Chuck Levenstein, a

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4 The DLR’s jurisdiction in this matter is uncontested.

5 Sireci held a Master’s of Science Degree in work environment policy and previously worked for seven years as the director of safety for the Service Employees International Union (SEIU), a union for which he worked for a total of seventeen years. As SEIU’s director of safety, he would investigate members’ concerns about contagious diseases, exposure to chemicals and radiation, and mold as well as conduct trainings about necessary precautions to avoid infections in the workplace and the employees’ health and safety rights in the workplace.

6 As a member of the health and safety committee, Sireci conducted health effects surveys using a specialized computer program to compare the responses of union members, who worked in particular school buildings, with a control group from the general population. He also evaluated buildings for indoor air quality, the presence of mold, inadequate or excess temperatures and excess noise using assorted instruments.
Health and Safety Committee member, a professor at the University of Massachusetts, and Sireci’s former academic adviser, had invited Herrick to make the presentation. During the two to three hour meeting, Herrick discussed a study that he was conducting concerning whether the presence of PCBs in the exterior caulking and light ballasts of buildings would lead to elevated levels of PCBs in the blood levels of the building occupants. He also suggested a number of materials for the Health and Safety Committee members to read concerning the possible health effects of PCBs and the prevalence of PCBs in the caulking and light fixtures of buildings that were built or renovated from the period from 1950 through 1979.

Thereafter, Herrick, Levenstein and Sireci spoke about the possibility of testing for the presence of PCBs in Massachusetts schools. After speaking with Levenstein several more times, Sireci decided that he was interested in participating in Herrick’s study. Sireci then asked seven local union presidents, including the EAW president Cheryl DelSignore (DelSignore), whether their locals might be interested in participating in the study. Based upon those conversations, he sent letters to four locals inquiring about possibly joining Herrick’s study. The EAW and the Newton Schools local expressed the most interest in participating in the study.

On or about July 2008, Sireci met with DelSignore, who agreed to put the issue before the EAW’s Executive Board when they resumed meeting in September 2008.7 On or about that time, Sireci had conversations with Herrick about whether any of the Employer’s schools were built or renovated from 1950 to 1979, and Herrick agreed to

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7 The EAW’s Executive Board subsequently approved the request to join Herrick’s program.
look into the matter. Herrick subsequently sent Sireci an email message with a list of
the Employer's schools that Herrick had concluded were built or renovated from 1950 to
1979. During the summer of 2008, Sireci also met approximately three times with the
academic adviser for Sireci's doctoral program, who suggested that Sireci should apply
for academic credit for work that he would perform as part of Herrick's study.

On or about the fall of 2008, Sireci reviewed a document from the United States
Environmental Protection Agency (EPA) entitled "Health Effects of PCBs". The EPA in
that document described PCBs as "probable human carcinogens." The EPA also noted,
in part, that:

PCBs have been shown to cause cancer in animals. [Emphasis in
original]. PCBs have also been shown to cause a number of serious non-
cancer health effects in animals, including effects on the immune system,
reproductive system, nervous system, endocrine system and other health
effects. Studies in humans provide supportive evidence for potential
carcinogenic and non-carcinogenic effects of PCBs.

On or about that time, Sireci also reviewed two other EPA publications that were
entitled: "Current Best Practices for PCBs in Caulk Fact Sheet-Removal and Clean-Up
of PCBs in Caulk and Contaminated Soil and Building Material" and "PCBs in Caulk in
Older Buildings".  

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8 At that time, Sireci was enrolled in a doctoral program, a program from which Sireci
had withdrawn as of the first day of hearing on August 31, 2012.

9 The version that Sireci reviewed was updated on or about August 8, 2006.

10 At hearing, the EAW introduced updated versions of those two publications that bore
August 2012 revision dates. However, Sireci recalled reviewing earlier versions of
those two publications.

The Environmental Health and Safety Committee at the Massachusetts Teachers Association is undertaking a project to determine the safety of the caulking used around windows and doors in school buildings constructed between 1950 through 1978. It has been brought to our attention that some school buildings used caulking that contained PCB’s. PCB’s cause cancer in test animals with high exposures. Studies of workers with years of high exposure show it may cause cancer in humans too. There is little known about the effects of human exposure to PCB’s in caulking. We will be working with Robert Herrick, Sc.D., CIH from the Harvard School of Public Health. He will determine if employees have been affected by collecting samples and comparing the blood levels of employees with those in the general population.

Disruption of students will be minimal. Sample of the caulking will be taken from outside the building. This work can be done after school or during the weekends. Windows will not be damaged. A sample of approximately an inch or two will be removed by a trained technician from around a window and thereafter replaced.

The MTA has a right to test under MGL Chapter 150E and federal law. ...

We will keep you informed of the results of testing conducted on the caulking and/or individual building occupants. If you have any questions feel free to call me at ___.

On December 2, 2008, Sean Sweeney, Esq. (Sweeney), the Employer’s labor counsel, responded by stating:

Your letter of November 20, 2008 has been referred to my office for handling. As you are undoubtedly aware, the applicable case law on this issue indicates that the interests of the union must be balanced with those of the employer. Merely notifying the District of your intent to have testing performed does not satisfy your obligations with respect to the District. Your letter refers to “minimal” disruption of students during the testing. To be clear, any disruption of students is unacceptable to the District. Where, as here, you have requested testing on Employer property, the property rights of the Employer must be both recognized and respected.

¹¹ Sireci’s wrote his November 20, 2008 letter on MTA letterhead and used his title as MTA consultant below his signature.
Accordingly, in order to balance the competing rights of the Union and the Employer in this case, I am writing in order to identify the conditions under which the District would allow the access and testing. First, the testing must occur when students are not in school. Second, the testing must be accomplished in the presence of a representative of the District’s School Plant Office. Third, the testing must not result in any property damage. To the extent that the testing were to result in the removal or compromising of the existing window caulking, mutually agreeable repairs must be made at the Union’s expense.

I trust that you will find these requirements both reasonable and consistent with the applicable case law. Please contact me so that we may arrange for mutually acceptable testing dates and so that we may identify the schools to be tested; the School Plant Office representative to be present; and the manner in which any necessary repairs will be made. The District further requests that you ensure that no testing is performed until we have resolved these issues.

Thereafter, Sireci verbally notified Stacey DeBoise Luster (Luster), the Employer’s Director of Human Resources, and Gene Olearczyk (Olearczyk), then the Employer’s Plant Manager, that the EAW had agreed to the three conditions under which the Employer would allow the EAW access to test, as described in Sweeney’s December 2, 2008 letter. Luster then directed Sireci to contact Sweeney to agree upon a date for testing. About one month later, Sireci spoke with Sweeney and informed Sweeney that the EAW wanted to test window caulking at eleven of the Employer’s schools that the Massachusetts School Building Association had identified as having been constructed or renovated in the period from 1950 through 1979 and that the testing would take place on weekends when students were not present.\textsuperscript{12}

\textsuperscript{12} Sireci also informed Sweeney that the EAW would conduct the testing in Olearczyk’s presence and would not damage the window caulking.
On or about early March 2009, Sireci informed Luster at a labor/management meeting\textsuperscript{13} that the EAW wanted to conduct testing on the following weekend. Sireci also left Sweeney a similar voice mail message on March 10, 2009. In a March 11, 2009 letter, Sweeney replied by stating:

Please allow this letter to serve as a follow-up to my correspondence to you, dated December 2, 2008. I received your voice mail of yesterday afternoon wherein you indicated a desire to conduct sampling of the window caulking of certain of the Worcester public school buildings as soon as this weekend. To be clear, when we last spoke, you indicated that there were approximately eleven (11) school buildings at which you wished to conduct testing and you stated that you would provide me with a list. As of this date, I have not been provided with that list. In any event, please be advised that the District has revisited this issue and now declines to authorize access to its school buildings and property for such testing and sampling.

Your correspondence indicates that the requested testing is part of “a project to determine the safety of the caulking used around windows and doors in school buildings constructed between 1950 through 1978” and that “[i]t this project is being undertaken by the “Environmental Health and Safety Committee of the Massachusetts Teachers Association”. While it is true that the Educational Association of Worcester is affiliated with the MTA, there is no requirement under Mass.G.L.c.150E that the District cooperate with the MTA in its efforts to conduct widespread environmental studies with no particular connection to Worcester, and at this point the District does not intend to authorize the MTA or its representatives to conduct the testing. I can only assume that the fact that the request was made in the name of the MTA and that you signed the letter as “Consultant” rather than as EAW Executive Secretary was intentional and signifies a more global effort on the part of the MTA than a specific interest of the EAW.

I do not concur with your general statement that the “MTA has a right to test under MGL Chapter 150E and federal law.” As you are aware, labor decisions have treated requests for access for information gathering purposes as falling within the ambit of information requests. As such, unless the request (from the recognized bargaining agent) is relevant and reasonably necessary for the union to carry out its duties as exclusive bargaining agent, the employer need not provide the requested information, or access. Your own correspondence acknowledges that

\textsuperscript{13} The EAW and the Employer held weekly labor/management meetings.
“there is little known about the health effects of human exposure to PCB’s in caulking’. In fact, the only alleged definitive health connection that you have identified (without citation or reference to any particular scientific study) relates to test animals with ‘high exposures’ to PCB’s. Given that you have not identified any specific information to suggest that PCB containing caulking was used in any of the Worcester public school buildings or that you have any evidence that any particular employee represented by the EAW is alleging PCB exposure and causally related health problems, the request for access to conduct testing would not appear to be reasonably necessary to the EAW’s performance of its responsibilities as exclusive bargaining representative. As noted, the request also was not made in the name of the EAW and appears to be a part of a more universal initiative on the part of the MTA.

In summary, the current request for access by the MTA to Worcester public school buildings to conduct testing of window caulking is denied at this time. The request is not made in the name of the exclusive bargaining agent; it is not based upon any specific health and safety concern; it is not relevant; and it is not reasonably necessary for the EAW to carry out its responsibilities as exclusive bargaining agent. To the extent that you have specific information regarding the existence of PCB containing caulking and tangible health and safety concerns as opposed to generalized theories which you believe might have a bearing on the District’s decision, I would ask that you provide me with such information so that I may review it and discuss this matter further with my client. Otherwise, I will assume no such information exists. Please do not hesitate to contact me with any relevant information or should you have any questions relating to this correspondence.

On or about April 8, 2009, Sireci received a telephone call from an individual named George Weymouth (Weymouth), who was not associated with either the EAW or the Employer, but had previously had worked with Herrick on two research studies, and whom Herrick had introduced to Sireci in the summer or fall of 2008. Weymouth informed Sireci that on March 21, 2009, he had taken samples of caulking from five of

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14 Weymouth had a particular interest in the possible health effects of PCB-containing building materials because of his prior experience using the materials when he worked in the construction industry.

15 Sireci had no advance notice that Weymouth was going to take the samples.
the Employer's schools, Mill Swan Head Start School, Worcester Arts Magnet, Francis McGrath Elementary School, the former North High School (North H.S.), South High Community School, Doherty Memorial High School (Doherty H.S.) and Burncoat High School (Burncoat H.S.) and sent the samples to Northeast Analytical, Inc. for testing.\(^{16}\)

On April 4, 2009, Northeast Analytical, Inc. reported (April 4, 2009 Northeast Analytical Reports) that the caulking samples from four of the schools, Doherty H.S., Mill Swan Head Start School, Burncoat H.S. and the former North H.S., tested significantly higher for the presence of PCB's than was permissible under federal law.

On April 15, 2009, Sireci sent a letter to Sweeney stating in pertinent part:

This letter is in response to your letter, dated March 11, 2009, regarding PCB testing. You raised several representational and legal issues that you felt entitled the Worcester Public Schools not to authorize us to test for PCB's in the caulking around windows and doors in selected school buildings. I will try to address each issue one at a time.

First of all you state that, "while it is true that the Educational Association of Worcester is affiliated with the MTA, there is no requirement under the Massachusetts General Laws G.L.c.150E that the district cooperate with the MTA in its efforts to conduct widespread environmental studies with no particular connection to Worcester and, at this point, the District does not intend to authorize MTA or its representatives to conduct the testing."

In order to simplify this, you can be assured that the request is being made on behalf of the EAW. You addressed your letter to me as the Executive Secretary of the EAW. You have dealt with me over the last several years in my capacity as the recognized bargaining agent representative of the EAW. I am assigned to the EAW by the MTA. As a further demonstration that the request is on behalf of the EAW, the letter I sent to the superintendent was copied to the President of the EAW, Cheryl DelSignore.

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\(^{16}\) Northeast Analytical's Chain of Custody record for the samples listed the client as Herrick at the Harvard School of Public Health, although Sireci indicated at hearing that he did not know whether Weymouth took the samples on behalf of Herrick.
You also stated, "the only alleged definitive health connection that you have identified (without citation or reference to any particular scientific study) relates to test animals with high exposures to PCB's" as evidence that the employer need not provide requested information or access to the information. You state that the request to take samples is not relevant and reasonably necessary for the union to carry out its duties as exclusive bargaining agent."

Attached is a letter to me from Robert F. Herrick, Sc.D., CH. He is from the Harvard School of Public Health. He has identified and cited specific scientific studies that relate PCB exposure to health effects in humans. For the record, the use of PCB's has been banned by the CDC. Herrick cites the following studies as compelling evidence that relate PCB exposure to health effects. He states: "To cite a few specific studies that relate PCB exposures to health effects in humans, just in 2008, researchers linked PCBs with the development of the human immune system (Hertz-Picotto, et al., 2008); PCBs and thyroid function (Schnell, et al., 2008, attached); PCBs and time to pregnancy among women trying to conceive (Buck Lewis et al., 2008); PCBs and thyroid volume in children (Langer, et al., 2008); and PCBs and IQ among children (Stewart, et al., 2008)". I believe the studies cited satisfy your request for evidence that human exposure to PCB's has profound negative health effects. These negative health effects are especially pronounced in children.

You also state that I have not identified specific information to suggest that PCB containing caulking was used in any of the Worcester Public Schools. If you look at Herrick's second response he specifically provides evidence that the caulking in the buildings constructed or renovated in the 1960's and 1970's in Worcester probably contain[s] PCB's. Specifically, he cites the study he conducted in Greater Boston, and he provides data. He goes on to cite two other studies; one conducted at the University of Massachusetts and the other at the New Bedford High School. These three studies substantiate the claim that it is probable that PCB's are likely to be found in school buildings in Worcester.

In the final paragraph of his second response, Herrick cites several studies in Germany, Sweden, Finland and the United States that demonstrate that relationships between PCB's in sealants (caulking) and levels in indoor air and settled dust, as well in soil around the foundation of the building containing PCB's. In other words, the indoor air and the soil around these buildings contain higher levels of PCB's than found in other environments.

Finally, in Herrick's third response he cites several studies including, but not limited to, a study conducted in a school that demonstrates that in
buildings that contain PCB’s in the sealants, it’s likely that PCB’s will be
found in the occupants’ blood.

I hope this information satisfies all the inquiries in your March 11, 2009
letter. I believe that the attached letter, as well as the information in this
letter goes beyond your request for evidence that the request to take
samples is relevant and reasonably necessary for the union to carry out its
duties as the exclusive bargaining agent. These documents identify this
request as coming from the E.A.W., the legal bargaining agent. I have
identified and cited specific studies that relate PCB exposures to health
effects in humans. I have provided evidence that the caulking in school
buildings built or renovated in the 1960’s and 1970’s probably contain
PCB’s. I have provided studies that show that if the sealant in a building
contains PCB’s the indoor air, the dust, and the soil around the building
contains higher levels of PCB’s too. I have provided evidence and cited
studies that show that buildings similar to the ones built or renovated in
the 1960’s and 1970’s contain PCB’s in the caulking and that the building
occupants had PCB’s in their blood.

As a result of your first request, we agree that in order not to be disruptive,
we will take samples during non-school periods. Next week school is not
in session. It is our belief that we have satisfied your request and intend
to proceed with taking samples next week. If WPS staff is interested in
joining us, we welcome their company. If you have any questions, feel
free to contact me at my office. Thank you for your consideration in this
matter.

On or about April 15, 2009, Sireci\textsuperscript{17} received copies of the April 4, 2009 Northeast
Analytical Reports from Weymouth showing a concentration of PCB’s in the caulk
samples from Doherty H.S., Mill Swan Head Start School, Burncoat H.S. and the former
North H.S. of 78,300 parts per million, 4,606 parts per million, 3,180 parts per million
and 54,200 parts per million respectively.\textsuperscript{18}

\textsuperscript{17} Sireci was uncertain whether he had received the copies of the April 4, 2009 Northeast Analytical Reports before or after he sent his April 15, 2009 letter to Sweeney.

\textsuperscript{18} As I informed the parties at hearing, the issue of whether the data in the Northeast Analytical Reports is correct is not before me. The mere existence of the data, whether correct or not, potentially sheds light on the EAW’s reasons for seeking access to the Employer’s premises for testing.
At a subsequent labor management meeting, Sireci informed Luster that on the 
upcoming weekend he was going to take samples at certain of the Employer's schools. 
Luster made no response to Sireci's announcement.\(^{19}\)

On April 29, 2009, Sireci, who was accompanied by Weymouth, traveled to four of 
the Employer's schools, Doherty, H.S., Burncoat H.S., the former North H.S. and Mill 
Swan Head Start School,\(^{20}\) to take caulk samples for testing.\(^{21}\) Weymouth procured the 
samples at three of the schools, while Sireci procured the sample at the fourth school. 
While wearing neoprene gloves, Weymouth and Sireci used a special knife to cut 
samples of caulking that were two to two and one-half inches in length. They replaced 
the caulking that they removed with latex caulking. They obtained all of the samples 
from outside of the buildings at ground level.\(^{22}\) Weymouth and Sireci placed the samples 
in separate, covered jars that bore Northeast Analytical, Inc.'s labels. When Sireci filled 
out Northeast Analytical's chain of custody records for the samples, he listed the

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\(^{19}\) Sireci opined that the Employer had consented to his obtaining caulk samples in April 
2009 because it had not responded when he announced his intent to do so. Conversely, the Employer, including Superintendent Loughlin in a May 4, 2009 letter, 
asserted that Sireci had taken the samples without authorization. However, I need not 
determine whether Sireci had tacit permission to take the samples because the fact is 
not material to the outcome of the case.

\(^{20}\) Although no EAW unit members worked at the Mill Swan Head Start School, Sireci 
decided to take caulk samples at the school because he was concerned about the 
possible health effects of PCBs on the very young children who attended the Head Start 
Program there.

\(^{21}\) Sireci believed that he needed to submit new caulk samples for testing rather than 
rely on the results from Weymouth's earlier samples, because Sireci had not been 
present when Weymouth took those samples.

\(^{22}\) Three of the caulking samples came from the following locations: Doherty H.S.-a 
window in the front, Burncoat H.S.-a window on the left side, the former North H.S.-an 
expansion joint on the left side. Sireci characterized the caulking at all three schools as 
deteriorating, especially at Burncoat H.S.
Harvard School of Public Health as the client and Herrick as the project manager, which meant that Northeast Analytical billed the Harvard School of Public Health for the testing. Sireci indicated that he listed Herrick and the Harvard School of Public Health on the chain of custody records because he wanted to facilitate testing of the samples as quickly as possible. On April 29, 2008, Sireci sent Superintendent Loughlin an email message informing her that he had taken caulking samples at the four schools and that he had sent the samples to a laboratory to test for the presence of PCBs. In a May 4, 2009 letter, Superintendent Loughlin replied that:

On Thursday, April 30th, you sent me an email in which you stated that you removed caulking samples from Burncoat High, Doherty High, North High and Mill Swan schools. You did this removal by yourself without permission from the Principals. Therefore, you trespassed on and defaced property on the outside of these buildings. You then sent samples to the Harvard School of Public Health for PCB analysis. Since these samples were taken by you, by yourself, without permission we demand that you return these samples at once as there is no one to witness the chain of evidence. We, therefore, cannot verify that you took these samples from our buildings.

At this point, you are not allowed to make any appointment with any principal regarding this issue until we meet on Friday, May 6th, 2009.

Also, on May 4, 2009, the EAW and the Employer met for successor contract negotiations. During that bargaining session, the EAW submitted a proposal to amend Article 32 of the parties' then collective bargaining agreement to add the statement: “The employer shall provide a safe and healthy work environment.” The EAW also proposed moving the following language from Side Letter #2 of the contract to Article 32:

The School Committee will require a policy that each building will have a health and safety committee. The composition of this committee will be determined at the building level. Representatives from each union will be invited to serve on this committee. The committee will monitor health and
safety conditions in their buildings and make recommendations to the
Principal. Union representatives shall be selected by the Union. A safety
incident form shall be provided in the Principal’s office of each building
and forwarded to the appropriate department and the facilities manager.
The form will include a section describing the issue and a resolution
section. Copies of these forms will be made available to building
occupants and the safety committee.

The EAW and the Employer subsequently met on May 6, 2009. Superintendent
Loughlin, Luster and Olearczyk attended the meeting on behalf of the Employer, while
Sireci and DelSignore attended on behalf of the EAW. The parties had a heated
discussion about Sireci procuring the caulking samples for testing. The Employer also
refused to recognize the legitimacy of any results that derived from the samples.
Ultimately, the parties agreed that the Employer would allow an industrial hygienist,
whom the parties mutually selected, access to the four schools to take caulk samples
and to submit those samples for testing. The parties agreed to start the process by
exchanging the names of two or three industrial hygienists.

On May 8, 2009, Sireci sent an email message to Olearczyk stating in pertinent
part:

I can recommend a firm that is very experienced at the analysis we are
looking for, they are right here in Needham, _____.

In reference to the Lab work, the thing to establish for any lab is that they
certify that they follow the EPA good laboratory practice standards, for
example check out _____.

I would recommend Northeast Analytics; they are experienced in testing
PCB in caulks. They are at _____.

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[23] The record does not reveal whether any other individuals attended the meeting on
behalf of the EAW or the Employer.

[24] Because Olearczyk’s email address was incorrect, he did not receive Sireci’s
message until on or about May 14, 2009 when Luster forwarded a copy to him.
Another one is ___.

I will keep looking for some other suggestions. What is important is that they have some experience in testing caulk for PCBs.

Thanks, and have a great weekend.

On May 12, 2009, Sireci sent an email message to Luster stating:

I sent this to Eugene [Olearczyk] and have yet to hear back from him. I will send you a copy of the results of the sampling I did when they arrive. I understand that you have some custody issues with those samples. That’s your prerogative. I would like to get the process of retaking samples started asap. Once the results come back I took, we will want to test teachers’ blood in the building. We want to accomplish this prior to the end of the school year. Thanks for your attention to this matter.

Luster replied the next day with an email message stating in pertinent part:

At our meeting ... we agreed that we would identify the industrial [h]ygienist over the next two weeks. I am hopeful that Gene will work with you to keep things on track. We also agreed to meeting to develop a protocol for next steps after the results are available, including, but not limited to, interaction with staff. Please let me know when you and [Gene] have identified the Hygienist, so that we may ascertain when the results will be available and schedule the meeting to discuss next steps. Thank you.

Sireci in a May 14, 2009 email message then responded that:

We considered these voluntary discussions as productive. We are happy to continue them and hope that they will benefit the health and safety of the students and staff in the Worcester Public Schools. We agreed to identify an industrial hygienist who could draw samples of caulking at the designated buildings.25 We also agreed that I would provide Gene with names of suggested Industrial Hygienists. Thereafter, he and I will attempt to mutually agree on the selection of IA. We also agreed that Gene and I would discuss appropriate labs to send the samples to. Now that Gene has our suggestions, we would like to move the process forward. We did not agree to any other protocols. If some samples show

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25 On May 21, 2009, in response to the EAW’s request, Lord Associates, Inc. sent a proposal to the EAW offering its services to collect samples of caulking at up to four school buildings and submit to an independent, state-certified laboratory for PCB analyses for a cost of $1200. Lord Associates, Inc. was prepared to start work immediately.
elevated levels of PCB's in the caulking of the building, we are willing to
discuss the selection protocol of staff to draw blood samples. I was clear
in our meeting that if the levels of PCB's are elevated from the samples I
took, or from the samples we jointly take, the EAW will want volunteers to
provide blood samples prior to the end of this school year. I also agreed
to provide you with the readings from the lab samples I took as soon as
they arrive.

On May 13, 2009, Superintendent Loughlin sent a letter to the Harvard

Institutional Research Board that stated in pertinent part:

I have recently been engaged in discussions with Michael Sireci of the
Massachusetts Teachers Association (hereinafter, the "MTA"), who also
serves as the Executive Secretary of the Educational Association of
Worcester (hereinafter, the "EAW"), regarding the interest of the MTA and
EAW in pursuing testing of the window caulking at various public school
buildings in the City of Worcester. Mr. Sireci has previously indicated in
correspondence with me that the MTA is working with Robert Herrick,
Sc.D., CIH from the Harvard School of Public Health (hereinafter, the
"HSPH") in connection with a project undertaken to "determine the safety
of the caulking used around windows and doors in school buildings
constructed between 1950 through 1978". In discussions with Mr. Sireci, I
have been told by him that the Worcester Public Schools has been
"invited" to participate in a study being overseen by the HSPH. I have not
received any invitation directed to the Worcester Public Schools to
participate in such a study. Would be kind enough to forward the invitation
to my attention so that I may explore possible participation in such a study.

I have also been advised by Mr. Sireci that he recently took samples of
window caulking from various Worcester Public Schools buildings and
turned them over to the HSPH. Please be advised that Mr. Sireci was not
authorized by the City of Worcester to remove caulking from any of the
school buildings which it owns. As a preliminary matter, there exist
serious concerns on the part of the Worcester Public Schools and the City
of Worcester as to whether any samples alleged to have been taken from
its buildings can actually be definitively tied to such buildings. It would
seem that unmonitored sampling of the sort engaged in by Mr. Sireci
would call into question the validity of any testing protocol or study
involving such samples. Mr. Sireci has indicated that the samples he
provided to HSPH are now regarded by HSPH as its property.\textsuperscript{26}

\textsuperscript{26} Sireci was not copied on Superintendent Loughlin's May 13, 2009 letter and, at the
time, was unaware of it.
On May 15, 2009, the parties meet again for successor contract negotiations. The EAW continued to pursue the proposals that it made at the May 4, 2009 bargaining session, which are referenced above, concerning amendments to Article 32. The EAW also proposed that the Employer:

Provide a plan to renovate the caulking that contains PCB’s around the windows, doors and expansion joints at North High School, Burncoat High School and Doherty High School. The plan should be within the federal guidelines and approved by the Center for Disease Control.

On May 21, 2009, Northeast Analytical issued certificates of analysis that showed a concentration of PCBs in the April 29, 2009 caulk samples from Doherty, Burncoat and North at 85,600 ppm, 8,320 ppm, and 94,900 ppm respectively. Sireci provided Luster with copies of those three certificates of analysis at the next labor/management meeting and a copy of Herrick’s study design. Luster announced that because Sireci needed to provide the certificates of analysis and Herrick’s study design directly to Superintendent Loughlin, Luster would not comment about the documents. On May 27, 2009, Northeast Analytical issued a certificate of analysis for the April 29, 2009 caulk sample from Mill Swan that showed the presence of PCBs measuring 14,380 parts per million. In May or June 2009, Sireci sent the Northeast Analytical certificates for the April 29, 2009 caulk samples from Doherty H.S., Burncoat H.S., the former North H.S. and the Mill Swan Head Start School to the Federal

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27 As noted in footnote 15, the issue of whether the data in the Northeast Analytical Reports is correct is not before me. The mere existence of the data, whether correct or not, potentially sheds light on the EAW’s reasons for seeking access to the Employer’s premises for testing.
Environmental Protection Agency (EPA). Sireci sent the letter because he was concerned about the health of EAW unit members and students and that he believed that the EPA would become involved if it saw the elevated numbers.

On June 1, 2009, Sireci sent a letter to Luster stating in pertinent part:

At our last labor management meeting I provided you with a copy of the study design being conducted by Bob Herrick from the Harvard School of Public Health. You asked me to convert the ug/g to equal parts per million. Please see two sources below for that information. As you can see, concentrated units of one microgram equals one parts per million.

Also, please see the lab report from Mill Swan Elementary for your information. This is the last in the series of buildings I recently extracted samples from. At our last labor management meeting I provided you with the quote from Lord Associates to conduct further sampling from the four buildings we tested. They are: Mill Swan, Burncoat High, North High and Doherty High. As I understand it, the WPS is not ready to agree to sampling until they have a working agreement with Harvard School of Public Health. Since this testing demonstrated significant levels of PCB's, we intend to continue investigating potential health effects on our members. As you know, Bob Herrick can be reached at ___.

We will keep you informed of any new information as we receive it.

Thereafter, the EAW solicited unit members at Burncoat H.S. and Doherty H.S. to submit blood samples to test for the presence of PCBs. In response, several Burncoat H.S. teachers came to the EAW with concerns about the number of teachers there who had been diagnosed with cancer, including five teachers who worked on a particular

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28 The EPA never sent a response to Sireci or the EAW regarding his submission of the Northeast Analytical certificates.

29 Pursuant to the federal Toxic Substance Control Act (TSCA) and EPA regulations, building materials, including caulking, which contain a concentration of PCBs greater than fifty parts per million (ppm), are an impermissible use and must be removed.
wing of the school and another two deceased teachers who had worked on another
wing. In a June 8, 2009 letter, Sweeney stated in pertinent part:

I have been advised that you provided to Stacey DeBoise Luster three
separate one page documents bearing the title "Certificate of Analysis"
and dated May 21, 2009. The Customer ID's listed are Doherty High;
Burncoat High; and North High. Also provided to you was a five page
document which you have identified as the so-called "study design" being
conducted by Robert Herrick of the Harvard School of Public Health. Be
advised that the Worcester Public Schools does not regard the information
provided by you as credible evidence of the presence of PCB containing
caulking at any of the schools allegedly tested. As we have indicated to
you and to the Harvard Institutional Research Board, we have serious
concern as to whether any samples alleged to have been taken at any of
these buildings can be definitively tied to such buildings. Moreover,
despite your indication that the District was invited to participate in Mr.
Herrick's study, no formal correspondence or invitation from the Harvard
School of Public Health has been produced.

As of this date, correspondence from the District to the Harvard
Institutional Research Board dated May 13, 2009 has gone unanswered. I
have been advised that the correspondence has been forwarded to
Harvard's General Counsel for review. As a result, the District continues
to wait for confirmation of the fact that the District was in fact invited to
participate in the study. So too does the District continue to wait for the
return of samples alleged to have been taken from Worcester Public
School buildings. As you know, any such samples were taken without
permission.

In addition, in correspondence to Ms. Luster dated June 1, 2009 you
stated that"[S]ince this testing demonstrated significant levels of PCB's,
we intend to continue investigating potential health effects on our
members." To be clear, the District does not acknowledge the existence
of "significant levels of PCB's" as you have stated and continues to reject
your proffered test results. You are also reminded that neither the City nor
the District has authorized you to take any samples from any of the
Worcester Public School buildings and you are prohibited from doing so.

30 As of 2008, Sireci had general knowledge that certain unit members who worked at
Burncoat H.S. had been diagnosed with cancer but he did not learn the identities of
those members until they contacted the EAW in June 2009.
On June 22, 2009, EAW building representatives who worked at Doherty\textsuperscript{31} sent a message to the faculty and staff that stated in pertinent part:

Recently the EAW oversaw an environmental assessment of this school for the purpose of determining the presence of PCB material in caulking used at the time the school was built. Historically, this material was a common additive during the 60's and 70's. However, since then it has been banned. The test determined that it was present. In fact, the Doherty level was 85,600/mil, whereas the EPA acceptable level is 50/mil. PCB is a known cancer causing agent in animals and is suspected of affecting humans in the same way. The EAW is currently seeking 6-8 volunteers from Doherty to participate in a study measuring the presence of PCB's in their blood. This will take place on Monday, June 21 at the EAW beginning at 2:00. If you have taught in this building for a minimum of five years and would like to participate please see Mary True, Catherine Whalen, John Staley or Kerry Mulcahy.

Ultimately, eighteen of the Employer's teachers and instructional assistants (IA's) provided blood samples at the EAW's offices as well as completed questionnaires and executed consent agreements.\textsuperscript{32} On that same date, Superintendent Loughlin was sent a copy of the June 22, 2009 message by Diane Capen (Capen).\textsuperscript{33}

On July 1, 2009, Melinda Boone, Ph.D. (Superintendent Boone)\textsuperscript{34} succeeded Superintendent Loughlin as head of the Employer's schools. In advance of taking over

\textsuperscript{31} Sireci indicated that although the EAW was seeking volunteers at Doherty H.S. to submit blood samples, the EAW leadership had not authorized the building representatives to send the June 22, 2009 message to faculty and staff.

\textsuperscript{32} The consent agreement authorized Herrick to use the results of the blood samples in his study but did not authorize Sireci to receive the results. However, some but not all of the teachers and IA's who gave blood samples voluntarily notified Sireci about the results.

\textsuperscript{33} The record does not identify what position that Capen held in the Employer's schools.

\textsuperscript{34} Superintendent Boone had earned a doctorate in educational planning, policy and leadership and for more than twenty-eight years, held various leadership positions in the Norfolk, Virginia public schools, including chief academic officer. While working in Norfolk, she was aware of much publicity about the presence of PCBs from the
as superintendent, Superintendent Boone had attended meetings and briefings at the Employer’s schools one week per month starting in February 2009. During those visits, Superintendent Loughlin notified her about Herrick’s study and Sireci’s requests to access the Employer’s premises to take caulk samples in order to test for the presence of PCBs. Superintendent Boone expressed concern about whether the Employer actually had been invited to participate in Herrick’s study, because the Employer had no agreement consenting to its participation in the study. She encouraged Superintendent Loughlin to seek more information about Herrick’s study from the Harvard School of Public Health. Superintendent Boone also challenged the validity of the test results that were obtained from the caulking samples that Weymouth and Sireci had taken, because she questioned whether those samples were even taken from the Employer’s schools.

On July 8, 2009, Herrick sent a letter to Superintendent Loughlin that stated in pertinent part:

I am writing in response to the letter you sent to Harvard on May 13, 2009. I am a Senior Lecturer on Industrial Hygiene at the Harvard School of Public Health, and my primary research focus is on the nature and properties of occupational exposures to various chemicals and other environmental agents. As I believe you know from discussions with Michael Sireci of the Massachusetts Teachers Association ("MTA"), I am interested in learning more about the possible effects of PCB-containing caulk. I would be very happy to meet with you to discuss this ... and we can set up a convenient time.

In the summer of 2009, Herrick also provided Sireci with a copy of the study shipbuilding industry in the waters of Chesapeake Bay and the possible impacts on the reproductive systems of humans who consumed seafood harvested from Chesapeake Bay.

Herrick seemingly was unaware that Superintendent Boone was now the successor superintendent.
description (Herrick’s study description)\textsuperscript{36} that he submitted to the Harvard School of
Public Health, Institutional Research Bureau, which bore the title: “Investigation of PCB
Exposures and Biomarkers from PCB-Contaminated Buildings”. Herrick’s study
description stated in pertinent part:

\textbf{INTRODUCTION} [Emphasis in Original]: The goal of this pilot project is to
develop preliminary data to demonstrate the feasibility of studying
environmental PCB levels and PCB serum levels among occupants of
PCB-contaminated buildings. The data we propose to collect in this pilot
project will address the possibility that there may be PCB exposure to
occupants of PCB-containing buildings. …

3. SPECIFIC AIMS: This pilot study will be focused on a set of specific
aims:

Aim 1: To demonstrate the feasibility of recruiting and assessing exposure
in a population-based sample of adults with variable risk of building-
associated PCB exposure.

Aim 2: To determine whether working in a building known to have PCB-
containing materials is associated with higher serum PCB levels (after
accounting for other sources of PCB exposure) than working in similar
structures built without PCB containing components.

Aim 3: To estimate the relative contribution of building-associated PCB
exposure to serum PCB levels in a population-based sample of adults at
risk for building-associated exposures.

4. METHODS AND MATERIALS

Specific Aim 1: We will recruit 40 subjects who are workers in PCB-
containing buildings, and comparison subjects in buildings that are free of
PCB-containing building materials.

All aspects of the environmental and biological sampling will be approved
by the HSPH Human Subjects Committee, and will include procedures for
reporting study results to the participants. We will recruit the study
population in collaboration with the MTA, representing 100,000 educators,
administrators and education support professionals in public education.
PCB contamination has been identified and detainted environmental
monitoring has been conducted in several Massachusetts schools

\textsuperscript{36} Herrick’s study description is not dated.
(including schools in Pittsfield and Amherst), where PCB remediation activities are underway. Other schools ... have been documented to contain PCB caulking, but no action has been taken to remove this material from the schools and no indoor PCB monitoring conducted. We will recruit, therefore, MTA members who work in buildings where the caulking is being removed, others where the caulking is still in place, and a comparison group that has never worked in a PCB-containing school (i.e., a school constructed after 1980, as PCB caulking was banned in 1977). ...

On July 23, 2009, Marc Richards, P.E., LSP, Project Manager for Tighe and Bond, a design and environmental engineering consulting firm, sent Paul Moosey, the Assistant Commissioner for the City of Worcester's Department of Public Works and its Director of Engineering and Architectural Services, an evaluation (July 23, 2009 evaluation) that identified asbestos and other hazardous materials, including PCBs at the former North H.S.\(^{37}\) in advance of its future demolition.\(^{38}\) In the portion of the July 23, 2009 evaluation that discussed PCBs, Richard described the process of collecting samples as follows:

Tighe & Bond collected samples of accessible caulking materials located between exterior construction joints, exterior window units, exterior HVAC vents located beneath many windows and interior caulking that was located along interior hidden steel columns (not accessible to building occupants). These caulking materials were selected for PCB sampling based on the condition of the caulking (in good repair, which can be typical of caulking that contains PCBs), were suspected or confirmed to contain asbestos, and represented the greatest quantity of suspect building materials that would be disturbed during demolition.

This preliminary evaluation was not intended to sample every building material that could contain PCBs at a variety of concentrations. Other

\(^{37}\) The former North H.S. was scheduled to close after the 2010-2011 school year and to be demolished and replaced with a new North High School. Various state and federal regulations require that prior to demolition, a survey be conducted to identify and quantify asbestos and other hazardous materials, including PCBs, which may be present in building materials.

\(^{38}\) The EAW did not receive a copy of the July 23, 2009 evaluation until the spring or summer of 2011.
materials that could be suspected of contain[ing] PCBs include paints, varnishes, glues and masticks. For the purposes of this preliminary evaluation, sampling of other potential PCB containing building materials was not performed. Prior to building demolition, additional sampling may be recommended or warranted.

He reported that a laboratory analysis of the samples showed that:

The initial exterior sample of caulking that was collected from an exterior expansion joint was reported by the laboratory to contain a PCB concentration of 33,900 ppm. Due to this finding, an additional four samples of interior (one sample) and exterior (3 samples) caulking materials were sampled to further evaluate the presence of PCBs. The samples were collected from construction and expansion joints,\(^{39}\) from frame caulking located around the window systems\(^ {40}\) and HVAC vents and alongside hidden interior steel columns.\(^ {41}\)

Richards also described the following observation about the exterior caulking samples:

All exterior caulking materials that were observed visually appeared to be of the same material, were light gray in color, and were in very good condition (no signs of deterioration).

He further noted that:

Due to the elevated levels of PCBs that were confirmed to be greater than 50 ppm, it will [be] necessary to comply with TSCA [Toxic Substance Control Act] requirements as it relates to further characterization, removal and disposal.

The presence of a PCB Bulk Product Waste is not an authorized use of PCB’s per TSCA and therefore must be removed. TSCA is vague on certain aspects, including reporting and timing of certain activities. Although the current presence of PCB caulking is an un-authorized use, the EPA [Environmental Protection Agency] would likely allow for the continued presence of the caulking until building demolition is performed.

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\(^{39}\) The two samples from exterior construction/expansion joints showed PCB concentrations of 1,830 and 4,810 ppm.

\(^{40}\) The sample from the exterior caulking around the window frame, HVAC vents and masonry joints showed a concentration of 3,960 parts per million.

\(^{41}\) The samples from alongside the hidden interior steel columns showed a PCB concentration of 0.145 parts per million.
Based on our initial evaluation, other potential suspect accessible materials were not identified (interior window glazing, interior window caulking, or other areas that could present a potential exposure scenario to students). ... 

Abatement of all identified PCB Bulk Product waste (i.e. the caulking) must be performed prior to demolition. Removal of the caulking and portions of the brink/concrete substrate will be required due to leaching of PCBs into these substrate materials. Verification sampling will be necessary per TSCA to demonstrate that building materials were remediated to concentrations less than applicable cleanup criteria.

On August 21, 2009, Superintendent Boone sent a letter to Herrick stating in pertinent part:

I am in receipt of your correspondence dated July 8, 2009, and addressed to the former Interim Superintendent of Schools Deirdre J. Loughlin. Please be advised that all future correspondence on this subject should be sent directly to me as Superintendent of Schools. While I appreciate the fact that you have responded to Dr. Loughlin’s letter, which was directed to the Harvard Institutional Research Board, I am curious to know on whose behalf your response is sent. I note that you have signed the letter as Senior Lecturer, Department of Environmental Health, Harvard School of Public Health. It is my understanding that Dr. Loughlin’s letter was sent to the Harvard Institutional Research Board since it related to a so-called “study” being undertaken under the auspices of Harvard University and/or its School of Public Health. I suspect that there is a significant difference between the institutional oversight of a study undertaken in the name of the University or one of its Schools as opposed to the activities of a professor or lecturer in order to advance a more generic area of interest. Would you please confirm specifically on whose behalf your response is made. Furthermore, irrespective of the entity on whose behalf you have responded, I find your letter unresponsive to the specific issues and requests made in Dr. Loughlin’s letter of May 13, 2009.

First, Dr. Loughlin’s letter indicated that she had been advised by Michael Sireci of the Massachusetts Teachers Association that the Worcester Public Schools had been “invited” to participate in a study being overseen by the Harvard School of Public Health. In her letter, Dr. Loughlin requested a copy of the invitation. Although your response indicated your interest “in learning more about the possible effects of PCB-containing caulk”, it did not identify the specific study involved, nor was any documentation or invitation provided. Once again, on behalf of the Worcester Public Schools, I am requesting a copy of the invitation to participate and specific identifying information regarding the study.
involved. Absent receipt of same, I will assume that no such formal study exists.

Second, I have been advised that Michael Sireci has provided to Stacey DeBoise Luster, the Human Resources Manager for the Worcester Public Schools, three separate one page documents bearing the title “Certificate of Analysis” and dated May 21, 2009. The Customer ID’s listed on those documents are Doherty High, Burncoat High, and North High. Notably, you are listed as the contact person on each of those documents. I have attached copies of these documents for your information. Please advise me what role you played in connection with the preparation of these certificates of analysis; what role you had in securing the source materials to which these certificates of analysis relate; what your intended use is with regard to these certificates of analysis; and what the present status is of the samples alleged to have been taken from the Worcester Public Schools buildings (hereinafter, “WPS buildings”).

Lastly, I am renewing the request included in Dr. Loughlin’s May 13, 2009 correspondence that you arrange for the return of any and all “samples” alleged to have come from WPS buildings. While the District has serious concerns about whether any samples alleged to have been taken from WPS buildings can be definitively tied to such buildings, to the extent that they exist and have been represented as coming from WPS buildings, they remain property of the City of Worcester. Mr. Sireci would have no authority to transfer ownership of any samples alleged to have come from WPS buildings. Moreover, you are not authorized to include such samples or any related tests results in any formal study of the University or its School of Public Health or any informal research project you are undertaking.

I look forward to your response to this correspondence. If you have any questions, please do not hesitate to contact me.

On August 27, 2009, Luster, Sweeney, and James Bedard (Bedard), the Employer’s facilities manager along with Dr. Leonard Morse, the City’s Public Health Commissioner, met with six representatives from the Massachusetts Department of Public Health (MDPH), including Suzanne Condon, who was in charge of the meeting.

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42 The caulking samples that Weymouth and Sires took from the Employer’s buildings ultimately were not returned to it.

43 Bedard’s areas of responsibility included PCBs.
at the MDPH's Boston offices. The purpose of the meeting was for the MDPH to provide technical assistance to the Employer regarding its obligations concerning caulking in schools that were constructed or renovated from 1950 through 1979. The MDPH informed the Employer that it was not required to test for PCBs in the caulking and that testing that involved the cutting of intact caulking samples was to be avoided. The MDPH suggested that the Employer go about its normal practices of facilities management. The MDPH and the Employer did not discuss any specific details about the caulking in the Employer's schools, including whether that caulking was broken or deteriorating. Finally, the MDPH noted that it soon was going to issue a written document giving guidance to school districts about caulking in schools that were built or renovated from 1950 through 1979.

On or about September 9, 2009, Sireci submitted an abstract (September 9, 2009 Abstract) for an independent study course for his doctoral program, which bore the title "Investigation of PCB Exposures and Biomarkers from PCB Contaminated School Buildings." The September 9, 2009 Abstract states in pertinent part:

INTRODUCTION [Emphasis in original]: The MTA and the Harvard School of Public Health have collaborated in a pilot study designed to investigate building sealants and caulking materials as sources of human PCB exposure. I will be working with the lead investigator, Robert F. Herrick, Sc. D., CIH. The goal of this pilot project is to develop preliminary data to demonstrate the feasibility of studying environmental PCB levels and PCB serum levels among occupants of PCB contaminated buildings. The study will provide an understanding of the associations between sources of PCB exposure and serum PCB levels in populations specifically exposed to PCB's from construction materials (caulking) in building environments. The purpose of this research study is to find out if working in buildings that contain PCB's can [a]ffect the amount of PCB's in building occupants blood. The study will also evaluate other factors that are known to

44 The Employer did not invite the EAW to send a representative to the August 27, 2009 meeting with MDPH.
influence the levels of PCB's in blood, including age and diet. All aspects of environmental and biological sampling will be approved by the Harvard School of Public Health, Human Subjects Committee. ...

METHODOLOGY: We will identify school buildings that were built or renovated between 1960 and 1980. This information can be found at the Massachusetts School Building Authorities web site. I will send a letter to the Superintendent of the district and notify them of our intent to take a sample of the caulking material in the school buildings we identified. Caulking samples will be sent to Northeast Analytical, Inc. in Schenectady, New York for laboratory analysis. If a school building has been identified as one with elevate[d] levels of PCB's in the caulking material (over 50 PPM) we will attempt to seek volunteer subjects to draw their blood. We will also seek comparison subjects in buildings that are free of PCB-contaminating building materials. Subjects will be asked to sign a permission form approved by the IRB. All volunteers must be at least 21 and under 65 years old. They must have worked in the building for at least 5 years. They should also be healthy and not pregnant. They will be asked a series of other questions about their diet and health. They will be provided with the results of the samples.

Schools in Pittsfield and Amherst have been identified to have schools with building materials containing PCB's and remediation is underway. Burlington, Medford, Billerica, Newton and Worcester have been identified as districts with schools that have PCB's in the caulking. The EPA permits up to 50 ppm prior to ordering a renovation. We have recently taken caulking samples in 4 Worcester Public Schools and in one elementary school in Newton. 18 Worcester building occupants blood was sampled and sent to the lab in late July of 2009. The PCB levels in the caulking measured in the 4 Worcester buildings was 85,600 micrograms/gram, 94,900 micrograms/gram, 8,320 micrograms/gram and 14,380 micrograms/gram. ...

The comparison of serum PCB levels between study subjects in PCB contaminated buildings and subjects from non-contaminated buildings will allow us to test the hypothesis that PCB's in the building environment causes significant elevations in serum levels. Previous studies show elevations in serum PCB levels congeners 28, 52, 138 and 153 ranging from 1.5 to 8 fold in these comparisons. If we sample 25 subjects from PCB contaminated buildings and 25 from buildings known to be free of PCB, we estimate that we will have approximately 80% power to see a 3-fold elevation in specific PCB congeners between the two groups of subjects. ...
Sireci subsequently earned three credits for the independent study course, which is referenced in the September 9, 2009 Abstract.  

On October 1, 2009, Karen Emmons, Associate Dean for Research at the Harvard School of Public Health, sent a letter to Superintendent Boone stating in pertinent part:

I am writing in further response to your letter dated August 21, 2009.

We understand that there is some confusion between the Worcester Public Schools and the teachers’ union concerning the union’s ability to secure samples of caulking. It is important for the school system and the union to work out these issues.

In the interim, Harvard agrees that Dr. Herrick will not conduct any further research on the samples or publish any findings in connection with his research until we have been apprised that the parties have worked through their differences.

On November 3, 2009, Sireci sent Superintendent Boone a letter stating in relevant part:

Last year the EAW, in collaboration with the Harvard School of Public Health, examined the caulking of several Worcester Public School buildings for the presence of polychlorinated biphenyls (PCB’s). Those schools included: North High School, Doherty High School, Mill Swan Elementary School and Burncoat High School.

The acceptable levels of PCB’s in building materials is 50 parts per million. The readings we took were as follows:

Doherty High School=85600 ug/g
Burncoat High Schoo=8320 ug/g
North High School=94900 ug/g
Mill Swan Elementary=14380 ug/g

As background, please consider the following explanation. On November 20, 2008, I sent a letter informing [the] administration of the association’s participation in the study and of our right to test and take samples. In that letter I provided case law information setting out those rights. The

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45 As of mid-2010, Sireci was no longer enrolled in the independent study course.
Administration's attorney, Sean Sweeney, sent me correspondence on December 2, 2008 indicating that if samples were to be taken, students should be out of session; samples should be taken in the presence of the District's School Plant office personnel, and there must be no property damage. On March 10, 2009 I followed up with a phone call to Attorney Sean Sweeney stating that we hoped to take samples on the following weekend, March 14 and 15, 2009. On March 11, 2009, Attorney Sweeney sent another letter. In it he raised several legal issues he wanted answered by the association prior to taking samples. I responded on April 15, 2009 answering all his questions. In my response, I provided several scientific studies as evidence.

Prior to the April vacation I informed Stacey Luster at our labor management meeting that I intended to take samples during the April vacation period, and they were welcome to accompany me. I did not receive a response to that announcement or invitation, and I took samples and mailed them to a lab. I am qualified to take samples. I am a doctoral candidate at the University of Massachusetts Lowell in the Work Environment Department where I received a Master's Degree. I have taken sampling courses in Cincinnati at the ACGIH where, as a graduate student, I am a member.

On April 30, 2009, I sent Dr. Deirdre Loughlin, the Interim Superintendent, a letter telling her that we had taken samples at four schools. The samples were sent to a lab for analysis. On May 4, 2009, I received correspondence from Dr. Loughlin informing me that I had trespassed and defaced property. The following week I met with several Worcester Public School management people to discuss the issue. At that time, the parties indicated that the EAW and the WPS would move forward toward resolving issues regarding participation in the study. We also agreed to address the issue of the legitimacy of the samples taken. As part of the discussions I agreed to provide Eugene Olearczyk with the names of two industrial hygienists. The Association agreed to pay for the work. It was agreed that from the names submitted we would choose one to take samples. Eugene suggested Lord Associates, of Norwood Massachusetts, and we agreed. I thereafter got a quote from Lord Associates. I gave that quote to Stacey Luster and told her we would agree to move forward subject to the District's go ahead. We never heard back. As you know, subsequent to then, the Harvard School of Public Health has suspended moving forward on the pilot study.46 I have forwarded the PCB readings to the EPA. I felt I had an ethical obligation to also notify the state since the health and welfare of children is at stake. There is incontrovertible evidence that PCB's are toxic. The EPA has classified PCB's as a

46 At some point in the fall of 2009, Sireci and Herrick ceased to communicate about the pilot study.
probable human carcinogen. Young children are particularly susceptible
to the adverse toxic effects. ...  

At this point we once again ask the Worcester Public Schools if they will
agree to allow Lord Associates to take samples. Please let us know. We
will coordinate with Eugene Olearczyk to get the work done. Specifically,
the samples need to be sent to Labs that are equipped to analyze the
material correctly. The EPA offered new guidelines to schools last month
and they are available for technical assistance. We are interested in
continuing a dialogue with the WPS regarding procedures and policies
that can be put into place. If further sampling or reports have been issued
regarding this issue, we are requesting a copy of the results or the records
under the Public Records law Mass. Gen. Laws Ch. 66 s. 10 and Ch. 4 s.
7, part 26, 950 Code of Mass. Regulations s. 32.01-32.09.

Thank you for your attention to this matter. I will wait to hear back from
you.

On or about the time that Sireci sent his letter to Dr. Boone, he reviewed an EPA
publication entitled “Current Best Practices in Caulk Fact Sheet-Interim Measures for
Assessing Risk and Taking Action to Reduce Exposures”. In that document, the EPA
describes PCBs as “potentially cancer-causing” in humans. The EPA in the document
recommended that: “if [caulk] is deteriorating or flaking, the caulk should be tested and
removed if PCBs are present at significant levels.” The EPA also noted there that:

Although ...not required to remove caulk containing PCBs at levels below
50 ppm, you may wish to because the caulk may present health risks
depending on the location, condition, etc.”

On December 8, 2009, the City and the Commonwealth, acting through the
Office of the Attorney General, executed a settlement (December 8, 2009 settlement)
that was a final judgment of civil allegations that in April 2007, the Employer’s staff
improperly removed floor tiles, consisting of asbestos, from the auditorium at the Vernon
Hill School in violation of the Massachusetts Clean Air Act, M.G.L. c.111, §§142A-142M

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and its regulations, 310 C.M.R. 7.00 et seq. The December 8, 2009 settlement provided, in part, that:

8. The Worcester Public Schools shall develop and implement an environmental management system ("EMS") for its public schools. The purpose of the EMS is to address environmental issues comprehensively in order to achieve and maintain environmental compliance throughout the Worcester public school system and to integrate commitment to environmental compliance and sound environmental management practices into the daily mission of the public schools. As used herein "environmental compliance" shall mean compliance with those laws and regulations set forth herein and any other applicable environmental laws and regulations. ...

10. Within one-hundred twenty (120) days of the date of entry of Judgment, the Worcester Public Schools shall retain a qualified environmental management system consultant ("consultant") with expertise in state and federal environmental laws and regulations of the types applicable to assist in developing the EMS.

11. The EMS shall be developed and operational on or before July 1, 2010. ...

14. The consultant shall perform two reviews of the EMS ("reviews") in order to evaluate its effectiveness as follows:

a) first review commencing January 15, 2011; and

b) second review commencing January 15, 2012. ...

Also, in December 2009, the Commonwealth DPH's Bureau of Environmental Health issued a publication entitled "An Information Booklet Addressing PCB-Containing Materials in the Outdoor Environment of Schools and Other Public Buildings".

INTRODUCTION

The purpose of this information booklet is to provide assistance to school and public building officials and the general public in assessing potential health concerns associated with polychlorinated biphenyl (PCB) compounds in building materials used in Massachusetts and elsewhere. Recently, the U.S. Environmental Protection Agency (EPA) provided broad guidance relative to the presence of PCBs in building materials. The most common building materials that may contain PCBs in facilities
constructed or significantly renovated during the 1950's through the
1970's are fluorescent light ballasts, caulking, and mastic used in
tile/carpet as well as other adhesives and paints.

This information booklet, developed by the Massachusetts Department of
Public Health's Bureau of Environmental Health (MDH/BEH), is designed
to supplement guidance offered by EPA relative to potential health
impacts and environmental testing. It also addresses managing building
materials, such as light ballasts and caulking, containing PCBs that are
likely to be present in many schools and buildings across the
Commonwealth. This information booklet contains important questions
and answers relative to PCBs in the indoor environment and is based on
the available scientific literature and MDPH/BEH's experience evaluating
the indoor environment of schools and public buildings for a range of
variables, including for PCBs as well as environmental data reviewed from
a variety of sources.

1. What are PCBs? Polychlorinated biphenyl (PCB) compounds are
stable organic chemicals used in products from the 1930s through
the late 1970s.

2. When were PCBs banned from production? Pursuant to the Toxic
Substance Control Act (TSCA) of 1976 (effective in 1979),
manufacturing, processing and distribution of PCBs was banned.
While the ban prevented production of PCB-containing materials, it
did not prohibit the use of products already manufactured that
contained PCBs, such as building materials or electrical
transformers.

3. Are PCBs still found in building materials today? Yes. Products
made with PCBs prior to the ban may still be present today in older
buildings. In buildings constructed during the 1950s through 1970s,
PCBs are present in caulking, floor mastic, and in fluorescent
light ballasts. Available data reviewed by MDPH suggests caulking
manufactured in the 1950s through 1970s will likely contain some
level of PCBs. Without testing it is unclear whether caulking in a
given building may exceed EPA's definition of PCB bulk product
waste of 50 parts per million (ppm) or greater. It if does, removal
and disposal of the caul is required in accordance with EPA's
TSCA regulations (40 CFR §761).

4. Are health concerns associated with PCB exposure opportunities?
Although the epidemiological evidence is sometimes conflicting,
most health agencies have concluded that PCB's may be
reasonably be anticipated to be a carcinogen, i.e., to cause cancer.
PCBs can have a number of non-cancer effects, including those on the immune, reproductive, neurological and endocrine systems. Exposure to high levels of PCBs can have effects on the liver, which may result in damage to the liver. Acne and rashes are symptoms typical in those that are exposed to high PCB levels for a short period of time (e.g., in industry/occupational settings).

5. If PCBs are present in caulking material, does that mean exposure and health impacts are likely? No. MDPH/BEH's review of available data suggests that if caulking is intact, no appreciable exposures to PCBs are likely and hence health effects would not be expected. MDPH has conducted indoor tests and reviewed available data generated through the efforts of many others in forming this opinion. ...

11. Does MDPH recommend testing of caulking in buildings built during the 1950s-1980?

Caulking that is intact should not be disturbed. If caulking is deteriorating or damaged, conducting air and surface wipe testing in close proximity to the deteriorating caulking will help to determine if indoor air levels of PCBs are a concern as well as determining the need for more aggressive cleaning. Results should be compared with similar testing done in an area without deteriorating caulking. In this way, a determination can be made regarding the relative contribution of caulking materials to PCBs in the general indoor environment.

12. What if we determine that caulking in our building is intact and not deteriorating?

Based on a review of available data collected by MDPH and others, the MDPH does not believe that intact caulking presents appreciable exposure opportunities and hence should not be disturbed for testing. As with any building, regular operations and maintenance should include a routine evaluation of the integrity of caulking material. If its condition deteriorates then the steps noted above should be followed. Consistent with EPA advice, if buildings may have materials that contain PCBs, facility operators should ensure thorough cleaning is routinely conducted.

13. Should building facilities managers include information about PCB-containing building materials in their Operations and Maintenance (O&M) plans?
Yes. All buildings should have an O&M plan that includes regular
inspection and maintenance of PCB building materials, as well as
thorough cleaning of surfaces not routinely used. Other measures
to prevent potential exposure to PCBs include increasing
ventilation, use of HEPA filter vacuums, and wet wiping. These
O&M plans should be available to interested parties.

14. Are there other sources of PCBs in the environment?

Yes. The most common exposure source of PCBs is through
consumption of foods, particularly contaminated fish. Because
PCBs are persistent in the environment, most residents of the U.S.
have some level of PCBs in their bodies. ...

In the period between September 9, 2009 and before January 27, 2010, the
Employer entered into a contract with Universal Environmental Consultants (UEC), an
environmental management firm, to conduct visual inspections assessing the condition
of exterior window caulking at various schools. Thereafter, UEC carried out the visual
inspections.

2010

On January 27, 2010, Anmar M. Dieb (Dieb), UEC’s president, sent a letter to
James Bedard (Bedard), the Employer’s Facilities Manager, reporting the results of
those visual inspections. The results were as follows: a) no caulking was found at
Foley Stadium; b) the caulking was new and was found to be in good condition at the
Forest Grove School; c) the caulking was found to be in good condition at Burncoat
Middle School, the Belmont Street Community School, the Elm Park School, the former
North H.S., Flagg Street School Addition and the Mill Swan Head Start School; d)
caulking was found to be in good condition with minor cracking throughout at the
Francis McGrath Elementary School and Doherty H.S., e) caulking was found to be in
fair condition with minor cracking throughout at the Chandler Elementary School and
South High Community School; f) caulking was found to be damaged or was missing at
the Clark Street School; g) most caulking is missing at the Flagg Street School Original
Building, h) caulking was found to be damaged, had fallen off or was missing
throughout at the Caradonio New Citizens Center and at the Chandler Magnet School;
and i) caulking was found to be damaged, fallen or missing at various locations with
floor plans attached to show those locations at the West Tatnuck School, the
Worcester Arts Magnet, the Wawecus Elementary School and Burncoat H.S. Dieb
also recommended in his letter that, "the caulking be tested for Polychlorinated
Biphenyls (PCB's) in buildings where the material was found to be damaged."

On January 28, 2010, the Employer and the Union met again for successor
contract negotiations. The EAW again submitted the contract proposal that it
previously submitted on May 15, 2009 and that is described above. On February 25, 2010, DelSignore sent a letter to Superintendent Boone stating
in pertinent part:

As you know, the EAW is concerned about the potential presence of
PCB's in window caulking and other building materials in Worcester
schools built or renovated between 1950 and 1978. The EPA has
identified caulk and other materials routinely used in buildings built or
renovated between 1950 and 1978 as potential sources of PCB's. See
"Fact Sheet for Schools and Teachers About PCB-Contaminated Caulk",
at [EPA website]. Because of their potential health effects, the use and
manufacture of PCBs have been outlawed in the United States since
1979. See the EPA's "Health Effects of PCBs", [EPA website]. for
information about PCBs and their impact on health. Federal environmental
law requires building materials with PCB levels greater than 50 ppm be

47 On or about June 11, 2011, the Employer and the EAW agreed upon a successor
contract that, by its terms, was in effect from September 1, 2010 through August 31,
2013 (2010-2013 Agreement). Because the Employer rejected the EAW's May 4 and
May 15, 2009 and January 28, 2010 proposals to amend Article 32 and to provide a
plan to renovate caulking at Burncoat H.S., Doherty H.S. and the former North H.S., the
2010-2013 Agreement contained no language concerning those proposals.
treated as PCB waste, an environmental hazard which requires
remediation. 50 Code of Federal Regulations, part 761.

The EAW proposes, initially, to conduct PCB sampling at three schools:
Burncoat High, North High and Doherty High. The EAW intends to retain
Lord Associates to conduct the sampling. Eugene Olearczyk had identified
Lord Associates in May 2009 as a firm that could perform PCB testing.
The EAW will arrange with Lord Associates to conduct PCB sampling in
exterior caulking at a time when schools are not occupied. The EAW will
also arrange with Lord Associates to repair any sampling-related damage
to the caulk immediately following the sampling.

The EAW would welcome the attendance by Worcester Public schools
personnel at the sampling, if you would like to be in attendance. The EAW
hopes to conduct the sampling for PCBs in exterior caulking no later than
March 31, 2010. We reserve the right to conduct additional testing for
PCBs in these schools or other Worcester schools at some point in the
future.

We are asking for permission to enter upon school grounds during
unoccupied times to conduct this sampling. We wish to conduct the
sampling to gather information in accordance with MA General Laws,
c.150E 10(a)(5) (public employee collective bargaining). ...

If we do not receive a response from you by March 15, 2010, we will
assume that you are denying permission to us to conduct the PCB
sampling at the four schools listed in this letter.

Sireci sent the February 25, 2010 letter because he wanted to protect the well-being of
unit members by identifying a potential health concern and addressing that health
concern with the various regulatory agencies.

Superintendent Boone opposed allowing the EAW's request because she
believed that: 1) the caulking at Doherty H.S., Burncoat H.S. and the former North H.S.
was intact and intact caulking should not be disturbed, 2) the science linking PCBs and
adverse health effects in humans was questionable, and 3) testing caulking for the
presence of PCBs was not mandatory under either state or federal regulations. In a
March 15, 2010 letter to DelSignore and Sireci, Sweeney replied that:
Your letter of February 25, 2010 has been referred to me for a response. Your letter indicates that you are requesting permission to "enter upon school grounds" to conduct "PCB sampling" at Burncoat High School, North High School and Doherty High School. I understand that your plan would be to have the sampling performed by a company by the name of Lord Associates.

As I am sure that you are aware, the Bureau of Environmental Health of the Massachusetts Department of Public Health has produced "An Information Booklet Addressing PCB-Containing Materials in the Indoor Environment of Schools and Other Public Buildings" dated December 2009. I would refer you to Page 5 of the booklet, which states that "[C]aulking that is intact should not be disturbed." In addition at Page 6 the booklet states, "[B]ased on a review of available data collected by MDPH and others, the MDPH does not believe that intact caulking represents appreciable exposure opportunities and hence should not be disturbed for testing." Given this guidance from the Department of Public Health, it would seem that your proposed sampling is contrary to current DPH recommendations. Accordingly, your request for permission to enter upon school grounds to conduct PCB sampling is denied.

On May 19, 2010, Sarah Gibson, Esq. (Gibson), an attorney for the EAW, sent a letter to Sweeney stating:

Your letter of March 15, 2010 to Cheryl DelSignore, President and Michael Sireci, Executive Secretary, of the Educational Association of Worcester (the EAW) has been referred to me for response. Please be advised that our office represents the EAW concerning in matters related to health and safety issues in Worcester school buildings.

The EAW disagrees with your analysis regarding its request to conduct sampling of the caulking in the four school buildings mentioned and with your reliance in your analysis on the Department of Public Health's Bureau of Environmental Health's (BEH) "An Information Booklet Addressing PCB-Containing Materials in the Indoor Environment of Schools and Other Public Buildings." The EAW reserves its rights to all claims it may have regard with this matter including, but not limited to, potential claims at the Division of Labor Relations. Nonetheless, your reliance on BEH's Information Booklet as a basis for refusing the EAW permission to take caulk samples raises a number of issues:

You cite the BEH Information Booklet for the assertion that "caulking that is intact should not be disturbed." Assuming without conceding that this guidance is correct, your reliance on this guidance presumes that the caulk in each of the four schools has been inspected and confirmed to be intact.
Please provide us with documentation of the inspection of the caulking and window glazing in each of the four schools, including the dates of the inspections and personnel who conducted the inspections, and substantiate the claim that the caulking throughout all four schools is intact.

BEH's Information Booklet (paragraph 13) advises all facilities managers for buildings constructed during the period when PCB's were commonly used in construction to have an Operations & Maintenance (O&M) plan that includes "regular inspection and maintenance of PCB building materials, as well as thorough cleaning of surfaces not routinely used." It also advises increasing ventilation, the use of HEPA filter vacuuming and wet wiping, and instructs managers to make these O&M plans available to interested parties. Please provide us with copies O&M plan for each of the schools in question. ...

Please consider all requests for information in this letter as formal requests for information made pursuant to G.L.c.150E and the case law interpreting that statute. ...

On April 29, 2010, the EMS Team made a power point presentation to the School Committee. The EMS Team included several members of the EAW's various bargaining units, as well as Luster, Olearczyk, Bedard, and Brian Allen (Allen), the Employer's Chief Financial and Operations Officer (CFOO). However, the EAW did not have a designated representative on the EMS Team.

On separate dates in June 2010, Sireci took photographs at various locations of Burncoat H.S., Doherty H.S. and the former North H.S. He was accompanied by some of the EAW's building representatives for those schools. Sireci's photographs show missing pieces of caulk and cracked and frayed caulk at all three buildings.

On July 16, 2010, the Employer submitted a report (July 18, 2010 report) to the Commonwealth DEP and the State Office of the Attorney General concerning the EMS. In the introduction to the report, the Employer described, in part, its plan for the EMS as:

Our strategy for the first 6 months was to focus on District-wide policies, procedures, roles and responsibilities to make the EMS operational, and then to address school-specific issues while also providing additional
training and refining our District-wide management system. We have followed this strategy, but have also completed a safety pre-screen and chemical cleanout at one school whose chemistry lab was scheduled for replacement.

The Worcester Public Schools remains committed to using the EMS to (1) comprehensively address environmental issues to achieve and maintain environmental compliance throughout the school system, and (2) integrate the District's commitment to environmental compliance and good management practices into daily operations.

The Employer also noted in the report that:

The EMS Team met 8 times\textsuperscript{48} with agendas that combined training, hands-on exercises, assignments and interactive discussion on EMS as well as administrative level training on asbestos, hazardous products, hazardous waste, Right-to-Know and Emergency Response.

An additional 5 meetings were held with individuals from the Team to develop portions of the EMS.

The Employer in the report also listed the following priorities for the EMS in the next six months:

Safety pre-screen of high school and middle school science classrooms for imminent hazards and removal of high hazardous, unneeded, or excess chemicals in potential collaboration with EPA Region 1.

Training:

Right-to-Know

Lab Safety

Emergency Response

Blood Borne Pathogens

Asbestos Awareness

Final improvements in system to track training and professional development

Update *Emergency Guide* flipchart and *Crisis Response Plan Manual*

Develop additional Environmental Management Programs on topics such as Indoor Air Quality, Integrated Pest Management, etc.

Implement additional operational controls and protocols to support Environmental Management Program for asbestos, hazardous products and hazardous waste.49

Implement annual expanded annual safety audits to include environmental health issues, including operational controls (e.g. logs, checklists) and refined corrective action process to follow up on issues identified.

Finalize *EMS Manual*

Implement new purchasing policy and evaluate its effect.

Engage unions in further development of the EMS.

Continue review of existing product purchases and opportunities to reduce, eliminate or substitute products used. Will expand current efforts to evaluate products used in Career and Technical Education and in preschool settings.

Select and implement web-based chemical inventory software and provide training on new system (Science Department).

Continue to improve the management of hazardous products and waste (e.g., Science Department will (a) evaluate and consolidate storage of hazardous materials; (b) purchase and disseminate necessary supplies and equipment (chemical spill kits, signage, label systems and secondary containment) to improve storage areas for hazardous products and waste; (c) review completed surveys to help identify needs for program development and training; (d) and review the generator status and licenses of all the school buildings to ensure accuracy and compliance.

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49 The Employer also attached appendices to the July 18, 2010 report concerning overviews of the Asbestos Management Program, the Hazardous Product Management Program, and the Hazardous Waste Management Program.
In the summer of 2010, Sireci and DelSignore acting on behalf of the EAW met
with representatives of the City, including City Manager Michael O’Brien, to discuss the
possible presence of PCBs in the Employer’s schools. At that meeting, the City
contended that there was no definitive proof that PCBs caused negative health effects
in humans.

On September 4, 2010, the EAW filed the prohibited practice charge in Case No.
MUP-10-6005. In the fall of 2010, the Employer used an environmental consulting firm
Triumvirate to oversee the cleanups of its school science labs.

2011

On January 24, 2011, Superintendent Boone sent a letter (January 24, 2011
letter) to the parents of students who attended Burncoat H.S., Doherty H.S., the former
North H.S. and the Mill Swan Head Start School, as well as to staff members who
worked at those schools, stating in pertinent part:

The Administration of the Worcester Public Schools takes the concerns of
parents about the well-being of students, as well as the concerns from the
staff that work in our buildings, very seriously. The purpose of this letter is
to address the steps that the Administration is taking with regards to all
environmental issues that exist in our schools. An article in the Worcester
Telegram and Gazette on Friday, January 21, 2011, reported that the
Education Association of Worcester alleges that four schools have PCBs
that exist in window caulking at levels higher than actionable limits.

PCBs are man-made chemicals that persist in the environment and were
widely used in construction materials and electrical products prior to 1978.
PCBs can affect the immune, reproductive, nervous and endocrine
systems and are potentially cancer-causing if they build up in the body
over long periods of time. The greatest risks from PCB’s involve
sustained long-term exposure to high levels of PCBs. Most peoples’
exposure to PCBs is through eating, particularly through fish, meat and
dairy products that contain PCBs.

Although Congress banned the manufacture and most uses of PCBs in
1976 and they were phased out in 1978, there is evidence that many
buildings across the country constructed or renovated from 1970 to 1978 may have PCBs at higher levels in the caulk around windows and door frames, between masonry columns and in other masonry building materials. Exposure to these PCBs may occur as a result of their release from the caulk when disturbed into the air, dust, surrounding surfaces and soil, and through direct contact. Just because PCBs exist in caulking material does not mean that exposure and health impacts are likely. If the caulking is intact, no appreciable exposure to PCBs is likely and hence health effects would not be expected.

In January 2010, in conjunction with consultants with expertise in environmental issues, the Worcester Public Schools began a comprehensive Environmental Management System. The purpose of this Environmental Management System is to proactively, effectively and properly identify and manage all environmental issues that may exist within our school buildings. One of several issues being addressed through the Environmental Management System is window caulking. Currently, there are no federal or state regulations that deal with the handling of PCBs in window caulking. However, as part of the proactive environmental management system, the Worcester Public Schools is following the guidelines issued by the Environmental Protection Agency in 2009 regarding the management of materials potentially causing PCBs. The current work of the district includes designing plans for the containment, management or removal of environmentally dangerous materials in our buildings.

As part of the recent five-year capital improvement plan, the School Committee has approved the replacement of windows at various schools within the district, including Burncoat High and Doherty High. At all of our schools, the district will monitor the caulking condition as part of the environmental management system.

The EPA is currently conducting research to better understand the relationship between PCBs in caulk and PCB concentrations in caulk, air and dust. The EPA is doing research to determine the sources and levels of PCB's in buildings in the U.S. and to evaluate different strategies to reduce exposures. To learn more about PCBs in caulk go to ___. In addition, attached is a brochure prepared by the EPA aimed for school districts regarding PCBs.

Again, we take these and all other issues that might affect our students and staff very seriously. The Administration of the Worcester Public
Schools will work with all parties necessary to ensure that all steps are taken to make our schools buildings safe and healthy learning settings.\textsuperscript{50}

The EPA document that Superintendent Boone attached to her January 28, 2011 letter was entitled: "Fact Sheet for Schools: Caulk containing PCBs may be present in older schools and building" (EPA Fact Sheet for Schools). The EPA Fact Sheet for Schools noted that children can be exposed to PCBs by:

Breathing in dust contaminated with PCBs
Touching caulk and contaminated soil directly
Putting their hands into their mouths after touching the caulk, soil and surrounding building materials.

The EPA Fact Sheet for Schools also posed certain questions and answers, including:

\textbf{How are people exposed to PCBs?} [Emphasis in original]

People whose workplaces and jobs involve working with PCB-laden objects or in PCB cleanup are at the highest risk for elevated exposure. Most people have some accumulation of PCBs in their bodies. Fish, meat and dairy contain small amounts of PCBs. In fact, most peoples' exposure to PCBs is via the food chain. When products containing PCBs are disposed of improperly, PCBs can enter waterways and contaminate fish and other animals. Indoor air has been found to contain PCBs from some types of caulk in building materials. People can also be exposed to PCBs when handling PCB-containing products such as caulk.

\textbf{What can I do about PCBs in schools?}

If caulk containing PCBs is discovered, you should avoid direct contact with caulk and nearby porous materials, if possible. If caulk containing PCBs are discovered, be sure to limit exposure to the caulk until it has been safely removed. Here are some ways for decreasing exposure:

Keep children from touching caulk or surfaces near caulk.
Clean frequently to reduce dust
Use wet cloths to clean surfaces
Use vacuums with HEPA filters
Wash children's hands with soap and water before eating
Wash children's toys often

\textsuperscript{50} On January 28, 2011, Superintendent Boone provided a copy of her January 24, 2011 letter to the members of the School Committee.
Wash surfaces, window sills, walls, and objects often in rooms known to have PCB-containing caulk
Consider testing the air for PCBs or test caulk if it is peeling or visibly deteriorating
Follow safe work practices when renovating
Improve ventilation by opening windows or adding exhaust fans

Are children in direct danger if their school has caulk containing PCBs?
PCBs accumulate in the body in high levels only after prolonged exposure to the chemical. Follow the recommended procedures to reduce exposure. Restricting children from areas where PCB-containing caulk is located, promoting safe work practices during renovation activities in schools, and removing caulk safely as part of a PCB removal or renovation project reduces the potential for exposure.

In February 2011, the EAW organized picketing by its unit members at Doherty H.S. and Burncoat H.S. to protest the possible presence of PCBs in caulking at those schools. Some of the unit members wore dust masks or surgical masks. The local media reported on the picketing.

Also, in February 2011, the Employer hired Triumvirate to provide environmental consulting services regarding PCBs. The Employer’s representatives Allen and Bedard had many meetings and telephone conversations with Triumvirate’s representatives, including Ross Hartman (Hartman), a company vice-president, and Paul Connors, an engineer. The Employer and Triumvirate agreed that Triumvirate first would assess the condition of and inventory select building materials in the Employer’s schools that had been constructed or significantly renovated in the period from 1950 to 1979. Triumvirate also provided the Employer with copies of certain EPA advisory bulletins regarding PCBs. On two or three occasions, the Employer and Triumvirate discussed the EAW’s request to conduct PCB sampling at Burncoat H.S., Doherty H.S. and the former North H.S.
On February 23, 2011, representatives from the Employer and Triumvirate met with representatives from the EPA. Superintendent Boone, Bedard and Allen attended on behalf of the Employer, Hartman on behalf of Triumvirate and James Chow (Chow), Chief of the RCRA Corrective Action Section of the Office of Site Restoration and Remediation, and Kim Tisa, the PCB Coordinator, attended on behalf of the EPA. On February 25, 2011, Chow sent a letter to Superintendent Boone stating in pertinent part:

Thank you for the invitation to meet with you and your staff to discuss concerns about PCBs in your schools. Kim Tisa and I appreciated the opportunity on February 23, 2011 to discuss your upcoming plans to assess public schools in Worcester for the presence of PCB-containing building materials. Also present at the meeting were Brian Allen and James Bedard of your staff, and Triumvirate Environmental.

PCBs are persistent chemicals that were widely used in construction materials and electrical products before 1978. In 1976, Congress banned the manufacture and use of PCBs because of concerns about their health and environmental effects, and they were phased out except for certain limited uses in 1978. Despite the federal ban, they remain present today in certain building materials including older fluorescent light ballasts, caulk, paints and other products used in the construction or renovation of buildings primarily from the 1950s through the mid-1970’s. There are a number of resources available on EPA’s website (___) and I encourage you to review this information and share it with others.

Based on our discussion, it is my understanding that you plan to conduct the following activities in the near future:

1. Work with your staff to identify those public schools that were either constructed or underwent significant renovation activities from the 1950’s through the 1970’s. Based on our discussions, your staff has identified approximately 20 schools that may fall in this category. This list will then be prioritized for evaluation based on a number of factors including if the school is an elementary or secondary school, if lighting upgrades have been undertaken, and if the school has been further renovated since the 1970’s.

2. Retain an environmental consultant to conduct a visual inspection of the schools identified in the previous step to assess the presence and condition of potential PCB-containing building materials, including fluorescent light ballasts. The inspections will also assess
the conditions of ventilation systems to ensure their proper working condition. The environmental consultant will work with maintenance staff to implement simple housekeeping steps in accordance with EPA guidance to reduce any potential exposures.

You expect that your environmental consultant will complete many of its initial inspections within 30 days. As these initial inspections are completed, interim findings will be communicated to EPA. You expect that your consultant will complete a survey of all of the identified schools within approximately 90 days along with a final report for each school inspected. However, as EPA expects interim reporting to occur on a rolling basis, follow-up actions at respective schools will be discussed and planned well before all of the inspection reports are finalized.

3. Specific plans to conduct follow up activities including indoor air sampling will be developed based on your consultant’s interim findings. For those schools identified with the highest priority, EPA recommends that indoor air sampling be conducted as soon as possible.

4. Throughout this effort, effective community outreach will be critical. EPA strongly recommends that you develop a communication strategy to keep the school community within each school (i.e., teacher, parents, workers) informed of the results and progress of your work.

As I discussed during the meeting, EPA has received a number of inquiries from Worcester Public School parents and news media regarding PCBs. We have a strong track record working in partnership with school districts throughout New England to address PCBs in building materials, and we look forward to working with you and your staff on your efforts to assess this issue in your schools.

In a March 9, 2011 letter, Superintendent Boone responded by stating in pertinent part:

The Worcester Public Schools is pleased to provide this update of school inspection activities and wishes to thank you for preparing the February

51 Allen indicated that a reporter at the Worcester Telegram and Gazette had provided him with copies of the certificates of analysis for the four caulking samples that Sireci had obtained on April 29, 2009.

52 At the February 23, 2011, the EPA informed the Employer about the results from the April 4, 2009 Analytical Reports concerning the caulking samples that Weymouth had taken on March 21, 2009.
23, 2011 letter summarizing our meeting. Worcester Public Schools is committed to properly completing inspection activities.

We have identified approximately 20 schools that were either constructed or underwent significant renovations between 1950 and 1979 (we continue to search our records for major reconstruction during this period). Enclosed is a list of that includes each school identified to date, the date of construction or significant renovation, grades served, location and a tentative date of inspection. The schedule reflects a prioritization of schools with the youngest students serving as a primary focus.

The inspection process will include interior and exterior areas, a description of the school building, condition of building materials observed, including fluorescent light ballasts, observations of building ventilation system and photographs. Weekly summary of the inspection schools shall be provided.

Preparation of a report summarizing the observations for each school is underway. The reports shall include information on the removal and disposal and leaking of unlabeled ballast. The reports will guide planning to conduct follow-up activities. It is our intention to remove any leaking PCB light ballasts encountered in accordance with 40 CMR Part 761 Subpart G.

We look forward to your assistance in this matter. If you have any questions or comments contact me at your convenience.

Triumvirate's Investigation and Findings

In the period between March 4, 2011 and April 22, 2011, Triumvirate inspected twenty-seven of the Employer's schools as part of its assessment of PCB-containing building materials at twenty-nine of the Employer's facilities. The purpose of the inspections was to evaluate the condition of and to inventory the schools' readily observable interior and exterior building materials, equipment and surfaces. The materials that Triumvirate observed included: caulking, window glazing, paint, dust accumulation, heating and ventilation systems, and types and conditions of fluorescent
light ballasts. During Triumvirate's initial assessments, it determined that twenty-four light ballasts were unlabeled and leaking.

On July 7, 2011, Triumvirate issued the results of its investigation at each school in individual reports entitled "Building Materials Inventory Reports". Triumvirate gave each of the schools a score to assist and guide activities associated with building materials management. Triumvirate used the score to rank each school in comparison with the other twenty-six schools that it inspected. Each score was on a scale from zero to ten, with increasing management expected with an increased score. Each score was composed of an exterior score and two interior scores, one score for caulking-glazing equipment and the other score for ballasts. Triumvirate also included elements such as the potential magnitude of exposure, likely probability and frequency of exposure, and the sensitivity of students based on their ages to calculate the scores. The summaries of Triumvirate's findings and the scores for each school are listed below.

**Belmont Street Community School** - The March 4, 2011 investigation identified: an unlabeled light ballast, the presence of interior window glazing in fair to poor condition, dusty interior univents and vents, the storage of materials in close proximity to window glazing and dust, the presence of exterior caulking and glazing in fair to poor condition, and small fragments of caulking and glazing on exterior ground surfaces.

The total score for its interior caulking was 6.6 out of 10. The score for the ballasts was 0.4 out of 10. The total score for the exterior was 3.9 out of 10. Relative to other schools assessed during this project, the Belmont Street School scored 6th highest in interior and 18th on the exterior categories and 11th overall. The elevated interior score

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53 The EAW had never requested access to the Employer's schools in order to test light ballasts for the presence of PCBs.
was mainly attributed to the quantity of glazing observed, the poor condition of those materials, as well as the accumulated dust on the interior of the building.

**Burncoat H.S.** - The March 17 and March 30, 2011 investigation identified: a leaking suspected PCB ballast (subsequently removed), four intact unlabeled ballasts, the presence of interior window glazing in poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for the interior caulking was 2.8 out of 10. The score for the ballast was 0.2 out of 10. The total score for the exterior was 3.6 out of 10. Relative to the other schools assessed during this project, it scored 21st in the interior category, 20th in the exterior category and 19th overall. The elevated interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed, the poor condition of those materials, as well as the accumulated dust on the interior of the building.

**Burncoat Middle School** - The March 21, 2011 investigation identified: a leaking suspected PCB ballast, numerous unlabeled suspected PCB ballasts, multiple historically stained fixtures, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for the interior caulking at the Burncoat Middle School was 1.6 out of 10. The score for the ballasts was 1.7 out of 10. The total score for the exterior at the Burncoat Middle School was 3.7 out of 10. Relative to the other schools assessed during this project, the school scored 20th in the interior category, 19th in the exterior category, and 18th overall. The elevated exterior score was mainly attributed to the quantity of glazing and caulking observed and the poor condition of those materials. The score for the interior of the building was mainly attributed to the presence of the unlabeled ballasts.
Chandler Elementary School-The March 7, 2011 investigation identified: a leaking, unlabeled ballast and stained fixture, nineteen unlabeled ballasts throughout the school, dusty interior surfaces, univent and vents, areas of interior window glazing in poor condition, the storage of materials in close proximity to ventilation openings, and areas of exterior caulking and glazing in poor condition. The total score for the interior caulking was 2.7 out of 10. The score for the ballasts was 1.6 out of 10. The total score for the exterior was 2.0 out of 10. Relative to the other schools assessed during this project, the school scored 15th in the interior category, 27th in the exterior category and 20th overall. The interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed, the poor conditions of those materials, as well as the accumulated dust on the interior of the building.

Chandler Magnet School-The March 11, 2011 investigation identified: a leaking, unlabeled ballast, the presence of interior window glazing in poor condition, dusty interior surfaces, univent and vents, the storage of materials in close proximity to windows and ventilation openings, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for the interior caulking was 8.4 out of 10. The score for the ballast was 0.9 out of 10. The total score for the exterior was 6.6 out 10. Relative to the other schools assessed during this project, the Chandler Magnet School scored second in both interior and exterior categories overall. The elevated interior and exterior scores were attributed to the quantity of glazing and caulking observed, the poor condition of those materials, as well as the accumulated dust on the interior of the building and the removal of a leaking unlabeled ballast.
Clark Street School- The March 12 and 31, 2011 investigation identified: an unlabeled ballast potentially containing PCBs, a fixture with staining on the internal components, the presence of interior window glazing in poor condition, dusty interior surfaces in close proximity to deteriorated window glazing, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on the ground. The total score for the interior caulking was 7.7 out of 10. The score for the ballast was 0.3 out of 10. The total score for the exterior of the school was 6.3 out of 10. Relative to the other schools assessed during this project, the school scored 4th highest in the interior category, 5th highest in the exterior category, and 4th overall. The elevated interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed, the poor condition of those materials, as well as the accumulated dust on the interior of the building.

Columbus Park Elementary School- The April 20, 2011 investigation identified: the presence of interior window glazing, dusty interior surfaces, uninvet, and vents, the presence of exterior caulking and glazing observed, the poor condition of those materials, as well as the pieces of glazing and caulking on the ground outside the building. The total score for the interior caulking was 0.8 out of 10. The score for the ballasts was 0.0 out of 10. The total score for the exterior at the school was 0.8 out of 10. Relative to the other schools assessed in the project, the school scored 26th for the interior category, 16th for the exterior category and 26th overall. The elevated interior and exterior scores were mainly attributed to the quantity and quality of the glazing and caulking observed, the poor condition of these materials, as well as the pieces of caulking or glazing on the ground outside of the building.
Doherty H.S.-The March 18 and 31, 2011 investigation identified: the presence of window glazing in poor condition, dusty interior surfaces, uninvent and vents, the storage of materials in close proximity to window glazing and dust, the presence of exterior caulking and glazing in poor condition; and fragments of caulking and glazing on exterior ground surfaces. The total score for the interior caulking was 3.7 out of 10. The score for the ballasts was 0.3 out of 10. The total score for the exterior was 1.6 out of 10. Relative to the other schools assessed during this project, the school scored 17th in the interior category, 28th in the exterior category and 23rd overall. The elevated interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed, the poor condition of those materials, as well as the accumulated dust on the interior of building.

Elm Park School-The March 5 and 30, 2011 investigation identified: a leaking, unlabeled ballast, stained fixtures from previously installed ballasts, the presence of interior window glazing in poor condition; dusty interior surfaces and the presence of exterior caulking and glazing in poor condition. The total score for interior caulking was 2.6 out of 10. The score for the ballast was 0.9 out of 10. The total score for the exterior was 3.6 out of 10. Relative to the other schools assessed during this project, the school scored 19th in the interior category and 21st in the exterior category, and 17th overall. The interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed, the condition of those materials, as well as the accumulated dust on the interior of the building.

Flagg Street School-The March 15, 2011 investigation identified: fragments of caulking and glazing on exterior ground surfaces, the presence of interior window
glazing in poor condition, dusty interior surfaces near windows and in the uninv net and the vents, unlabeled ballasts, the presence of exterior caulking and glazing in poor condition, and historic staining on light fixtures. The total score for interior caulking was 5.5 out of 10. The score for ballast was 1.5 out of 10. The total score for the exterior at the school was 5.7 out of 10. Relative to the other schools assessed during this project, the school scored 5th highest in the interior category, 8th highest in the exterior category, and 5th overall. The elevated interior and exterior scores were mainly attributed to quantity of glazing and caulking observed the poor condition of these materials, as well as the accumulated dust on the interior of the building near the windows.

Greendale School—The April 19, 2011 investigation identified: a possible historic stained fixture, dusty interior surfaces, uninvnet and vents, the storage of materials in close proximity to windows, and the presence of exterior caulking in fair condition. The total score for the interior caulking was 0.6 out of 10. The score for the ballasts was 0.7 out of 10. The total score for the exterior was 4.9 out of 10. Relative to the other schools assessed during this project, the school scored 23rd in the interior category, 12th in the exterior category and 21st overall. The interior and exterior scores were mainly attributed to the quantity of the glazing and caulking observed.

Harlow Street School—The April 19, 2011 investigation identified: small quantities of caulking present in the interior, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for the interior caulking was 0.1 out of 10. The score for the ballasts was 0.2 out of 10. The total score for the exterior was 0.3 out of 10. Relative to the other schools assessed, the school scored 28th in interior category, 1st in exterior
category and 16th overall. The elevated exterior score was mainly attributed to the poor quality and quantity of glazing and caulking observed, as well as the pieces of these materials identified on the ground.

May Street School—The April 20, 2011 investigation identified: the presence of interior window glazing in poor condition, dusty interior surfaces, uninvent, and vents, and the presence of exterior caulking and glazing in poor condition. The total score for the interior caulking at the school was 1.4 out of 10. The score for the ballasts was 0.0 out of 10. The total score for the exterior was 3.4 out of 10. Relative to the other schools assessed in the project, the school scored 22th in interior and 22th in exterior categories and overall rank of 25th. The elevated interior and exterior scores were mainly attributed to the quantity and quality of the glazing and caulking observed, as well as the accumulated dust on the interior of the building.

Francis McGrath Elementary School—The March 8, 2011 investigation identified: two leaking unlabeled ballasts that were removed on March 19, 2011, 21 unlabeled ballasts, more than 20 light fixtures with stains, the presence of interior window glazing in moderate to poor condition, dusty interior surfaces, uninvent and vents, the storage of materials in close proximity to ventilation system openings, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for interior caulking at the school was 2.5 out of 10. The score for the ballasts was 3.3 out of 10. The total score for the exterior was 5.3 out of 10. Relative to the other schools assessed during this project, the school scored 11th on the interior category, 10th on the exterior category, and 10th overall. The elevated interior and exterior scores were attributed to the
quantity of glazing and caulking observed, the poor condition of those materials, the unlabeled ballasts, the stained light fixtures as well as the accumulated dust and ballast issues on the interior of the building.

**Mill Swan Head Start School**—The March 2, 2011 investigation identified: seven suspected PCB ballasts, of which, two were leaking, the presence of interior window glazing was found in fair to poor condition, dusty interior surfaces, uninvent; and vents, the storage of materials in close proximity to ventilation openings, the presence of exterior caulking; and glazing in fair to poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for interior caulking was 4.4 out of 10. The score for the ballasts was 0.9 out of 10. The total score for the exterior was 4.0 out of 10. Relative to the other schools assessed during this project, the school scored 13th in the interior category and 17th in the exterior category and 15th overall. The interior and exterior scores were attributed to the poor condition of caulking materials in some interior and exterior areas, accumulated dust on the interior of the building.

**Nelson Place Elementary School**—The April 22, 2011 investigation identified: a stained light fixture from a previous ballast leak; the presence of interior window glazing in poor condition; moderately dusty interior surfaces, uninvent and vents; the presence of exterior caulking and glazing in poor condition; and fragments of caulking and glazing on exterior ground surfaces. The total score for interior caulking was 4.1 out of 10. The score for the ballasts was 0.1 out of 10. The total score for the exterior at the school was 6.2 out of 10. Relative to the other schools assessed during this project, the school scored 16th in the interior category, 6th in the exterior category and 12th overall. The elevated interior and exterior scores were attributed to the quantity of glazing and
caulking observed, the poor condition of these materials, the accumulated dust on the
interior of the building, and the pieces of caulking and glazing identified on the grounds
outside of the building.

[Caradonio] New Citizens Center-The March 16, 2011 investigation identified:
the presence of interior window glazing in poor condition, dusty interior surfaces,
uninvent; and vents, and the presence of exterior caulking and glazing in poor condition.
The total score for the interior caulking was 5 out of 10. The score for the ballasts was
1.8 out of 10. The total score for the exterior was 3.1 out of 10. Relative to the other
schools assessed during this project, the school scored 7th in the interior category, 23th
in the exterior category and 13th overall. The elevated interior and exterior scores were
attributed to the quantity of glazing and caulking observed, the poor condition of those
materials, as well as the quantity of stained florescent light fixtures.

Rice Square Elementary School-The April 20, 2011 investigation identified: the
presence of interior window gaskets in fair condition, exterior caulking around the
windows in fair condition; dusty interior surfaces and vents, the storage of materials,
and the presence of stained florescent light fixtures. The elevated interior score was
attributed to the presence of stained florescent light fixtures. The total score for interior
caulking was 2.7 out of 10. The score for the ballasts was 3.6 out of 10. The total score
for the exterior was 4.5 out of 10. Relative to the other schools assessed, the school
scored 8th in interior and 12th in exterior category while scoring 8th overall. The elevated
interior score were attributed due to the presence of stained florescent light fixtures.

South High Community School-The March 23, 2011 investigation identified: a
leaking, suspected PCB ballast, fixtures with historic stains, unlabeled ballasts, dusty
interior surfaces, uninvent and vents, the storage of materials in close proximity to window glazing and dust, and the presence of exterior caulking and glazing in poor condition. The total score for interior caulking was 2.8 out of 10. The score for the ballasts was 0.9 out of 10. The total score for the exterior was 2.1 out of 10. Relative to the other schools assessed during this project, the school scored 18\textsuperscript{th} in the interior category, 26\textsuperscript{th} in the exterior category and 22\textsuperscript{nd} overall. The elevated interior and exterior scores were attributed to the quantity of glazing and caulking observed, the poor condition of those materials, as well as the presence of unlabeled ballasts, stained fixtures and accumulated dust on the interior of the building.

Tatnuck Magnet School-The April 20, 2011 investigation identified: the presence of interior window glazing in poor condition, dusty interior surfaces, uninvent and vents, the storage of materials in close proximity to window glazing and dust, and the presence of exterior caulking and glazing in poor condition. The total score for the interior caulking was 5.2 out of 10. The score for the ballasts was 0.0 out of 10. The total score for the exterior was 6.5 out of 10. Relative to the other schools assessed, the school scored 14\textsuperscript{th} in the interior category, 4\textsuperscript{th} in the exterior category and 7\textsuperscript{th} overall. The elevated interior and exterior scores were attributed to the quantity of glazing and caulking observed, the poor condition of those materials, as well as the accumulated dust on the interior of the building.

Thorndyke Road School-The April 20 and 22, 2011 investigation identified: historic stains on numerous fixtures, the presence of interior window glazing in poor condition, dusty interior surfaces, uninvent and vents, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on exterior ground
surfaces. The total score for the interior caulking was 7.5 out of 10. The score for the ballasts was 3.9 out of 10. The total score for the exterior was 6.6 out of 10. Relative to the other schools assessed during the project, the school scored 1st in the interior category, 3rd in the exterior category and 1st overall. The elevated interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed throughout the school, the poor condition of those materials, the presence of caulking or glazing on the ground, as well as the accumulated dust, and historic stains on fixtures in the interior of the building.

Union Hill School-The March 3, 2011 investigation identified: a leaking unlabeled ballast, the presence of stains on fixtures attributed to past ballasts, the presence of interior window glazing in poor condition, dusty interior surfaces and vents, the storage of materials in close proximity to window glazing and dust, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on interior surfaces and exterior ground surfaces. The total score for the interior caulking was 5.3 out of 10. The score for the ballast was 1.1 out of 10. The total score for the exterior was 5.6 out of 10. Relative to the other schools assessed during this project, the Union Hill School scored 9th highest in interior categories, 9th highest in the exterior category, and 6th overall. The elevated interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed, the poor condition of those materials, as well as the accumulated dust on the interior of the building.

Wawecus Elementary School-The March 14, 2011 investigation identified: the presence of interior window glazing in poor condition, dusty interior surfaces, uninvent and vents, the storage of materials in close proximity to window glazing and dust, the
presence of exterior caulking and glazing in poor condition, and fragments of caulking
and glazing missing from exterior surfaces. The total score for interior caulking was 0.5
out of 10. The score for ballasts was 0.2 out of 10. The total score for the exterior was
4.7 out of 10. Relative to the other schools assessed during this project, the school
scored 27th highest in the interior category, 14th highest in the exterior category and 24th
overall. The exterior score was attributed to the quantity of glazing and caulking
observed and the poor condition of those materials.

**West Tatnuck School**—The March 9, 2011 investigation identified: unlabeled
ballasts potential[ly] containing PCBs, numerous fixtures with stains on the internal
components, the presence of interior window glazing in poor condition, dusty interior
surfaces in close proximity to deteriorated window glazing and dust, the presence of
exterior caulking and glazing in poor condition, and fragments of caulking and glazing
on the ground. The total score for the interior caulking was 5.4 out of 10. The score for
the ballasts was 3.5 out of 10. The total score for the exterior was 6.0 out of 10.
Relative to the other schools assessed during this project, the West Tatnuck School
scored 3rd highest in the interior categories and 7th highest in the exterior category, and
3rd highest overall. The elevated interior and exterior scores were attributed to the
quantity of glazing and caulking observed, the poor condition of those materials, as well
as the accumulated dust on the interior of the building; and the stained light fixtures
observed throughout the school.

**Worcester Arts Magnet**—The March 10, 2011 investigation identified: a leaking
suspected PCB ballast, the presence of interior window glazing in poor condition, dusty
interior surfaces, uninvent and vents, the storage of materials in close proximity to
window glazing and dust, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for the interior caulking was 4.6 out of 10. The score for ballast was 1.3 out of 10. The total score for the exterior was 5.2 out of 10. Relative to the other schools assessed, the school ranked 10th for the total interior score, 11th for the exterior score and 9th overall. The elevated interior and exterior scores were attributed to the quantity of glazing and caulking observed, the poor condition of those materials, the number of stained ballasts, as well as the accumulated dust on the interior of the building.

**Worcester East Middle School**—The April 21 and 22, 2011 investigation identified: the presence of unlabeled ballasts, the presence of fixtures containing historic stains, the presence of interior window glazing in poor condition, dusty interior surfaces and vents, blocked ventilation openings, the presence of exterior caulking and glazing in poor condition, and fragments of caulking and glazing on exterior ground surfaces. The total score for interior caulking was 5.1 out of 10. The score for ballast was 0.4 out of 10. The total score for the exterior was 4.5 out of 10. Relative to the other schools assessed during this project, the school scored 12th in the interior category, 15th in the exterior category, and 14th overall. The elevated interior and exterior scores were mainly attributed to the quantity of glazing and caulking observed, the poor condition of those materials, the accumulated dust on the interior of the building and the presence of unlabeled ballasts and stained fixtures.

As part of the July 7, 2011 Building Materials Inventory Reports, Triumvirate also made the following recommendations to mitigate the possible exposure of students and staff to potential PCB containing building materials:
a) Pieces of caulking and glazing on the ground around school buildings should be picked up; impervious surfaces (concrete and asphalt) should be cleaned with a HEPA filter equipped vacuum, and all waste generated should be managed in accordance with EPA regulations.

b) Unlabeled ballasts should be replaced with new ballasts. Licensed electricians should be hired to replace the ballasts and containerize the unlabeled ballasts for disposal.

c) If dust was observed throughout a building adjacent to windows with glazing in poor condition, a HEPA filter equipped vacuum should be used to remove dust from horizontal surfaces. Areas such as the tops and troughs of operating window frames, under radiators, window shades and blinds, etc. should be cleaned. The interior of univent, radiators and accessible portions of vents should also be cleaned. The work should be conducted by trained personnel using appropriate personnel protective equipment.

d) Materials and furniture obstructing air vent grates and the top and base of univent should be removed to a minimum distance of approximately six inches.

e) Where degraded window glazing and caulking were observed on the exterior of the building, replacement of the degraded materials should be prioritized in areas of frequent use by school occupants including above and within ten feet of entrances and playground areas.

f) Alternatively, restricting contact and access to these materials would reduce the potential for exposures and minimize further weathering or migration of degraded material. Caulking and glazing below six feet should have any loose material removed and cleaned. Firmly attached glazing will remain in place for containment with a barrier coating. Temco 600 Silicone Sealant or equivalent of an epoxy barrier coat could be applied to glazing, caulking and adjacent porous surfaces within two feet of caulking.

g) Conduct annual interior building inspections of: seals applied to windows, dust accumulation on horizontal surfaces, caulking for deterioration and signs of exposure, HVAC and vent grates for dust accumulation in vents and filters and to maintain clearance of obstructions.

h) Conduct annual exterior building inspections of: windows, which include noting the condition of applied sealant covering window glazing, and caulking for deterioration and signs of exposure.
i) Inspect the ground within ten feet of the buildings two times per year, which includes prior to the commencement of classes and prior to spring, for caulking and glazing fragments and inspect the condition of caulking and grazing and note the need for any repairs.

Triumvirate also commented that:

Subsequent to implementation and completion of the... recommendations, an evaluation for the need to conduct surface and or indoor air sampling and analysis will be conducted. If sampling is appropriate, a plan should be prepared detailing the collection of representative samples for laboratory analysis of PCBs. The sampling procedures and evaluation of results should be conducted in accordance with EPA guidance and industry best management practices.

Finally, Triumvirate attached the following appendixes for each school to its reports: A) An aerial photograph and a floor plan, b) City assessor’s information, c) site photographs, d) summary table of interior observations, e) summary table of exterior observations, f) EPA guidance documents and fact sheets, and g) a statement of limitations and exceptions.

On or about July 7, 2011, Triumvirate drafted a Task by School List that ranked the twenty-seven schools based upon their overall scores in the Building Materials Reports with the Thorndyke School designated as number one. In its Task by School List, Triumvirate also broke down into various tasks the recommendations that it had made for each school to mitigate the possible exposure of students and staff to potential PCB containing building materials.

Also, on or about July 7, 2011, the Employer drafted a Plan by Priority and Funding Year (Priority Plan) that incorporated Triumvirate’s Task by School List into a five year plan, which assigned the recommendations numbers from one to five that represented the years in which the Employer planned to complete a particular task at each school. The Planned Prioritization List also estimated the proposed cost to
complete each task with a total cost of approximately $1.3 million. The Employer proposed first to remove all leaking, unlabeled ballasts and stained fixtures during the summer of 2011. The Employer then planned to remove all unlabeled ballasts from the various schools. Finally, the Employer intended to complete all tasks that were designated as ones or twos on the Priority Plan by the close of summer 2012. The Employer also planned to complete by the end of summer 2012, those tasks on its Priority Plan that it had designated for its school staff to perform without the need to hire outside vendors, which included the clearing of vent grates and the removal of interior dust. The Employer would complete the remaining tasks, so many per year, in the ensuing four years.

On August 4, 2011, the Employer’s representatives, Allen and Bedard, the EPA representatives Chow and Tisa and the Triumvirate representative Hartman participated in a conference regarding the July 7, 2011 Building Materials Inventory Reports, the recommendations therein, and the Employer’s plans to adhere to those recommendations.

Later on August 4, 2011 at 2:49 PM, Allen sent an email to Chow entitled “EPA Conference Call Follow-Up” that stated in pertinent part:

Thank you for today’s conference call and continued partnership with the Worcester Public Schools.

As Ross Hartman, from Triumvirate, stated, all of the reports are complete to include an executive summary, description of the school, methodology of assessment, summary of findings, a building score assessment, and corrective actions and recommendations by each school. Ross will provide these reports to you in electronic form next week along with a hardcopy of one of the 29 school reports.

The district will work to establish a phased approach to address the recommendations provided to us by Triumvirate. Given the scale and
scope of these recommendations, we proposed a 5-year timetable around
this phased approach. We acknowledge that you were not in a position to
agree or disagree with this specific timeframe, but we appreciate your
understanding of the work that is involved for the district. However, we all
agreed that from the priority list, we will address the unlabeled ballasts first
and quickly. We will work on both the removal and replacement end of
this project; that is removing the ballasts and replacing them through an
energy-savings program or other method.

We sincerely appreciate your statement of support for the approach and
actions taken by the district thus far. We look forward to our continued
partnership moving forward.

A little more than one hour later, Chow replied via email stating in pertinent part:

As I mentioned today, we will do our best to give you quick feedback as
we review the reports. You noted that addressing unlabeled ballasts are a
top priority, and I agree. Because of their age, the potential for these
ballasts to fail and release PCBs is significant. I would not wait for our
review of the reports to implement this effort if you are ready to move
forward soon.

Also, after speaking with both Kim and Kate [Woodward] this afternoon, I
have decided to assign Kate as the technical lead for reviewing the
reports, providing feedback and working with you and Triumvirate on next
steps.

On August 29, 2011, Chow sent an email message to Allen stating in pertinent part:

Kate and I have reviewed the report that Triumvirate provided on the
McGrath Elem School. We’d like to find some time to have a call to
discuss our initial thoughts with you and Triumvirate.

The focus of our discussion would be on your interim plans and next steps
for the schools, including strategies for removal of unlabeled ballasts,
caulk/glazing containment, and other activities.

Also, if you have a summary chart showing all of the schools and their
rank order using [the] Triumvirate scoring matrix that you can send us that
might be helpful.

Kate and I are available this week. Wed am and Thurs any time would be
best. If not this week, Wed. 9/7 is open.
The Employer and the EPA subsequently participated in a conference call on Thursday, September 1, 2011 about the Employer’s efforts to comply with Triumvirate’s recommendations. On Friday, September 9, 2011, Chow sent an email message to Allen that stated in pertinent part:

Thanks again for your time on Sept. 1. As we’ve discussed, Worcester took steps to remove leaking unlabeled ballasts and associated stained fixtures this summer. Moving forward, the school district plans to remove and replace intact unlabeled ballasts as part of an energy update program. The district also plans to implement many of the best management practices recommended by EPA’s PCB program, such as cleaning out accumulated dust in HVAC systems, reinforcing good hygiene and housekeeping procedures, and optimizing air circulation and ventilation systems in your schools. All of these steps will help to reduce potential exposures to PCBs in your schools. These efforts are also being done within the framework of the district’s overall environmental management system.

Additional steps that Worcester should consider include conducting indoor air testing if there are significant concerns about the presence of PCBs. If you or your team want to discuss this option, please let us know.

In the meantime, EPA will continue to review the survey reports that were prepared on behalf of the school district by Triumvirate. We will plan to touch base with you sometime in the next few months to share any additional comments that we have and to inquire on the status of your activities. If you need our assistance sooner, please don’t hesitate to contact Kate Woodward at ___.

As a reminder, please send us a rank order list of the schools assessed by Triumvirate so we can know which school reports to review first and a schedule for activities the district plans to take in the future.

Approximately, two and one-half hours later, Allen replied via email by stating that:

Attached [are] the two documents that you have requested.

The first is the task priority by school as prepared by Triumvirate. The second document is the planned schedule by year (sorted by task priority). The intent is to address all equal priorities throughout the district at the same time rather than addressing building by building.
Please review the attached documents and if an additional conference call is[s] needed, please let us know.

In December 2011, Allen made a PowerPoint presentation about the EMS to the School Committee in open session. As part of the presentation, Allen noted that the Employer had engaged Triumvirate to conduct a “comprehensive facilities” assessment for twenty-nine school buildings. He also emphasized that the Employer had worked cooperatively with the EPA throughout the assessment process and that the Employer had developed interim and long-term steps. The interim steps were Triumvirate’s recommendations. The long-term steps were the Employer’s application to the Massachusetts School Building Authority for funding to assist the Employer with the cost of replacing the windows at three of the schools, the Chandler Magnet School, the Caradonio New Citizens Center and the May Street School. The School Committee also discussed the possibility of using $975,000 in savings from a new electricity contract to accelerate and accomplish in Spring/Summer 2012 the entire five-year Priority Plan. Sireci on behalf of the Union addressed the School Committee in support of using the $975,000 to accelerate the Priority Plan. Ultimately, the School Committee voted in favor of earmarking the $975,000 as part of the FY13 budget to pay the costs of completing the five-year plan in one year.

54 As the result of a reverse auction, the Employer entered into an energy renewal contract with Honeywell, which guaranteed annual savings to the Employer.

55 The School Committee previously had asked Allen as CFOO to investigate possible funding sources that could be used to accelerate the five-year Priority Plan.

56 It was unprecedented for the School Committee to agree nearly six months in advance to commit funds for a particular purpose in the next fiscal budget.
In February 2012, Allen made a PowerPoint Presentation to a Joint Meeting of the School Committee’s Finance & Operations Subcommittee and the City Council’s Education Committee. The purpose of the meeting was to discuss the Employer’s earmarking of the $975,000 in the FY13 budget, which the City Council would need to approve when it voted on the entire proposed FY13 municipal budget, as well as to discuss the Employer’s long-term funding needs. The PowerPoint presentation provided an overview of: the status of the Employer’s buildings, ongoing and recently completed rehabilitation projects, energy savings projects, environmental management, including Triumvirate’s assessments and recommendations concerning PCBs in building materials, its proposed use of $975,000 in energy savings to accelerate the five-year Priority Plan, and the statement of interest requests that the Employer had filed seeking funds for replacement and renovation of certain buildings as well as the replacement of windows and/or boilers at certain schools. The Employer also indicated that its goal was to improve the facilities infrastructure of its schools.

Spring/Summer 2012

During the spring/summer 2012, outside vendors, whom Triumvirate assisted the Employer in hiring, completed the outstanding tasks from the five-year Priority Plan, which included the application of sealant to interior glazing and the application of sealant to exterior glazing and caulking to a height of eight to ten feet. In fall 2012, Triumvirate re-investigated the schools that were the subjects of its July 7, 2011 Building Inventory Reports in order to assess potential PCB-containing building materials. Triumvirate was expected to make recommendations in late winter, early

57 The average age of the Employer’s buildings was seventy years.
spring 2013 about additional remedial efforts that the Employer could undertake to
reduce the possible exposure of students and staff to those building materials. As of
the final date of hearing, the Employer had not tested for PCBs in any of its schools with
the exception of the now demolished North H.S and had not allowed the EAW access to
any of its premises to conduct testing.

Employer's Expert Witness

Okun earned a bachelor's degree in chemistry and a master's degree in
toxicology. He previously worked at the University of Hawaii, where he developed a test
for the presence of PCBs in mineral and transformer oils. He then worked for the EPA
for three years in the Office of Pesticides and Toxic Substances. He subsequently
became a licensed site professional (LSP) under M.G.L.c.21E, commonly referred to as
the state Superfund Law. As an LSP, he is qualified to oversee the clean up of sites
contaminated with chemicals, asbestos and PCBs. He is a founding partner in the
environmental consulting firm of O'Reilly, Talbot, Okun and Associates, which has
overseen the cleanup of the former Monsanto Plant in Everett, a building at Salem State
University and land at the University of Massachusetts-Boston. The Employer hired his
firm in 2012 to review Triumvirate's Inspection Reports, but Okun and his firm had no
involvement with the Employer in the period from 2008 through 2010 when the EAW
requested access to the Employer's premises to take caulking samples. Based on his
education and experience, I designated Okun as an expert witness and found his
testimony useful concerning the history of the regulation of PCBs.

He testified that the EPA promulgates regulations concerning PCBs pursuant to
the TSCA, 15 U.S.C. §2601 et. seq. that was enacted in 1976. Prior to 1998, PCBs that
were being used in building materials or light fixtures could remain in service, but when they were taken out of service, they needed to be disposed of properly. In 1998, the EPA promulgated the so-called Mega Rule that, in part, required the removal of building materials that contained PCBs in concentrations greater than 50 ppm. However, neither TSCA nor the EPA's regulations require a building owner to test for PCBs. Also, according to Okun, no state laws speak to the issue of PCBs in buildings.

Okun opined that there was a regulatory overreaction to PCBs and claimed that there was a difference between the public perception of the risk of adverse health effects from exposure to PCBs and the actual risks from such exposure. He acknowledged that PCBs were a known carcinogen to rats, as studies had shown that a certain species of rats developed greater instances of non-metastatic liver cancer after exposure to PCBs. However, he contended that the EPA characterized PCBs as a "probable" carcinogen to humans because the results of studies claiming to show a link between PCB exposure and cancer in humans were not scientifically rigorous enough as the results were not able to be consistently duplicated. He claimed that the only effects that workers, who had skin and inhalation exposure to PCBs, while working at transformer and capacitor plants where PCBs were used as coolants, developed were chloracne, fingernail effects and increased liver function, which could also result from the consumption of alcohol. He noted that the employees' chloracne cleared up several months after their exposure to PCBs ended.

He testified that he would not recommend that the Employer test the caulking in its schools for PCBs but acknowledged that such testing was the only way to ascertain whether caulking or any other building materials contained PCBs. He also described
how the Westport Public Schools (Westport) had spent over three million dollars in an
unsuccesful attempt to remove PCBs from one of its schools. Ultimately, Westport had
to demolish the building.

Opinion

If a public employer possesses information that is relevant and reasonably
necessary to an employee organization in the performance of its duties as the exclusive
collective bargaining representative, the employer is generally obligated to provide the
information upon the employee organization’s request. Higher Education Coordinating
Council, 23 MLC 266, 268, SUP-4142 (June 6, 1997). The employee organization’s
right to receive relevant and reasonably necessary information is derived from the
statutory obligation to engage in good faith collective bargaining, including both
grievance processing and contract administration. Boston School Committee, 10 MLC
1501, 1513, MUP-4468 (April 17, 1984). The Commonwealth Employment Relations
Board’s (CERB) standard in determining whether the information requested by an
employee organization is relevant is a liberal one similar to the standard for determining
relevancy in civil litigation proceedings. Board of Higher Education, 26 MLC 91, 92,
SUP-4509 (January 11, 2000); Board of Trustees, University of Massachusetts
(Amherst), 8 MLC 1139, 1141, SUP-2306 (June 24, 1981). Information about terms and
conditions of employment of bargaining unit members is presumptively relevant and
necessary to an employee organization to perform its statutory duties. City of Lynn, 27
MLC 60, 61, MUP-2236, 2237 (December 1, 2000). The relevance of the requested
information must be determined by the circumstances that existed at the time when the
exclusive bargaining representative made the request.
Once a union has established that the requested information is relevant and reasonably necessary to its duties as the exclusive representative, the burden shifts to the employer to establish that it has legitimate and substantial concerns about disclosure, and that it has made reasonable efforts to provide the union with as much of the requested information as possible. Board of Higher Education, 26 MLC at 93 (citing Boston School Committee, 13 MLC 1290, 1294-1295, MUP-5905 (November 2, 1986)); Adrian Advertising a/k/a Advanced Advertising, 13 MLC 1233, 1263, UP-2497 (November 6, 1986), aff'd sub nom., Despres v. Labor Relations Commission, 25 Mass. App. Ct. 430 (1988). If an employer advances legitimate and substantial concerns about the disclosure of information to a union, the CERB will examine the facts contained in the record. Boston School Committee, 13 MLC at 1295. The employer's concerns are then balanced against an employee organization's need for the information. Commonwealth of Massachusetts, Chief Administrative Justice of the Trial Court, 11 MLC 1440, 1443-1444, SUP-2746 (February 21, 1985) (adopting the balancing approach used by the United States Supreme Court in Detroit Edison C. v. NLRB, 440 U.S. 301, 100 LRRM 2728 (1979)). Absent a showing of great likelihood of harm flowing from disclosure, however, the requirement that a bargaining representative be furnished with relevant information necessary to carry out its duties overcomes any claim of confidentiality. Greater Lawrence Sanitary District, 28 MLC 317, 318-319, MUP-2581 (April 19, 2002).

EAW's Access Request

The National Labor Relations Board (NLRB) previously has decided that the duty to furnish relevant and reasonably necessary information encompasses a request
for access to an employer's worksite by union experts for the purpose of conducting

technical studies. Holyoke Water Power Co., 273 NLRB 1369, 1370 (1985), enf'd 778
F.2d 49 (1st Cir. 1985), cert. denied 477 U.S. 905 (1986). Here, the EAW president

gave Directors on February 25, 2010 requesting that the Employer allow

access to representatives from an environmental consulting firm (environmental expert)

that the EAW had hired in order to take exterior caulking samples at Burncoat H.S.,

Doherty H.S. and the former North H.S. and to test those caulking samples for the

presence of PCBs. As a preliminary matter, I must determine whether the access

requested was relevant and reasonably necessary for the EAW to execute its duties as

the exclusive bargaining representative. It is undisputed that matters affecting the

safety and health of bargaining unit members are mandatory subjects of bargaining and

are included within a union's representation duties. See e.g. Town of Bridgewater, 12

MLC 1612, 1615, 1617, MUP-5356 (February 7, 1986).

The Employer argues that I must determine whether human exposure to PCBs

constitutes a health risk in order to determine whether the access requested is relevant

and reasonably necessary. Relying on the testimony of its expert witness Okun, the

Employer argues that no reproducible scientific studies have demonstrated that PCBs

pose a health risk to humans. The Employer posits that because PCBs do not pose a

hazard to the well-being of EAW unit members, the EAW does not need access to the

three schools to have its environmental expert take caulking samples and analyze those

samples for the presence of PCBs. Conversely, the EAW cites as grounds for its

access request that the three schools were built during the time period that PCBs were
present in building materials, including caulking, and that the EPA in its publications has
described PCBs as a "probable carcinogen" to humans.

However, I need not determine whether PCBs pose a health hazard to humans,
nor do I need to reconcile the differences between Sireci's and Okun's testimony on this
issue in order to determine whether the EAW's request for access to obtain test
samples is relevant and reasonably necessary to its role as bargaining representative.
Here, the EAW was aware that EPA regulations required the removal of caulking that
contained a concentration of PCBs greater than 50 ppm and references those
regulations in its request for access.\textsuperscript{58} It was relevant and reasonably necessary for the
EAW to seek access to the three schools for PCB testing to ascertain whether its unit
members' workplaces actually contained caulking that would need to be removed and to
request bargaining over the impacts of the caulking removal on unit members' terms
and conditions of employment, including their health and safety.

The Employer also argues that the EAW requested access to test because of
Sireci's own attention to environmental health issues, including his interest in
participating in Herrick's study on PCBs, rather than because unit members raised any
health or safety concerns about PCBs to the EAW. Contrary to the Employer's claims,
certain teachers at Burncoat H.S. came to the EAW on or about June 2009 with
concerns about the number of unit members at that school who were diagnosed with
cancer. As part of its duties as the exclusive representative, the EAW acted on those
members' health and safety concerns when DelSignore made the access request about
seven months later.

\textsuperscript{58}DelSignore quoted the EPA regulations in her February 26, 2010 request for access.
Additionally, the Employer also argues that even if the EAW’s access request was relevant, it was not necessary for the environmental expert to take caulking samples at the three schools because Sireci already had taken caulking samples from the three schools and submitted those samples for analysis. However, on several occasions, the Employer had challenged the origin of those samples as well as whether the chain of custody was adhered to when those samples were submitted for testing. Because of the Employer’s stated concerns about the authenticity of the samples, the EAW’s environmental experts needed access to the three schools in order to take new samples and then test them for the presence of PCBs. Thus, the access requested is relevant and reasonably necessary to the EAW in its role as exclusive bargaining representative.

Access Standard

The EAW urges me to apply the DLR’s traditional standard in information cases, which is described above. The Employer argues that I should adhere to the NLRB’s balancing test first enunciated in Holyoke Water and Power that weighs a union’s interest in obtaining access against an employer’s interest in controlling its property and operations. See also, Caterpillar, Inc., 361 NLRB No.77 (2014). While weighing the Employer’s property interests, the following factors are often considered: a) the availability of alternative means to the union to obtain information other than through access to an employer’s premises; b) the nature of the employer’s operation; c) the impact of access on production and discipline; d) the extent to which nonemployees are permitted to enter on private property; e) the nature of the information sought as a result of the access request; and f) the location on the property where the exercise of the
protected property will occur. See Hercules, Inc., 281 NLRB 961, 970 (1986).

However, it is an employer's obligation to demonstrate those factors that would support
a conclusion that its property interest is paramount to the union's right of access. Id.

The United States Court of Appeals for the First Circuit (First Circuit) enforced
the NLRB's order in Holyoke Power without endorsing the balancing of the employer's
property rights against the union's right to access. NLRB v. Holyoke Water Power Co.,
778 F.2d 49, 53 (1985). As is the case here, the First Circuit noted that the choice
between balancing a union's interest in obtaining access against either an employer's
interest in protecting its property under the Holyoke Power test, or an employer's
legitimate and substantial concerns under the traditional information case standard, was
not particularly crucial to the outcome of the case. Id.; see also, City of Boston, 21 MLC
1113, 1120, MUP-9048 (H.O. July 29, 1994).\footnote{As I need not choose between the Holyoke Power test and the traditional information standard, I need not reach the issue of whether a public employer, such as the Employer here, has the same property rights as a private employer. However, it is undisputed that the Employer has an interest in controlling its schools and their operations.} I examine below the Employer's stated
reasons, some of which it characterizes as concerns and others as its property
interests, for denying the EAW's access request. Upon balance, the EAW's interest in
obtaining access to the three schools to gather information that it needs to effectively
represent its employees outweighs the Employer's interest in preventing the EAW's
environmental consultant from taking caulk samples at the three schools.

Intact Caulking Should Not Be Disturbed

First, the Employer contends that it denied the EAW's environmental expert
access because of concerns that taking caulking samples would be contrary to
information contained in the December 2009 MDPH Information Booklet. Specifically, the Employer points out the MDPH Information Booklet noted that intact caulking should not be disturbed because it did not present appreciable exposure opportunities. However, there were differences of opinion as to whether the caulking at Burncoat H.S., Doherty H.S. and the former North H.S. actually was intact. In July 2009, when Tighe and Bond reviewed the caulking at the former North H.S. in preparation for its demolition, the environmental engineering firm described the caulking there as in good condition. In January 27, 2010, UEC described the condition of the caulking at Doherty H.S. as good with minor cracking and the condition of the caulking at the former North H.S. as good. However, UEC described the caulking at Burncoat H.S. as damaged, falling or missing at various locations and recommended that such damaged caulking be tested for PCBs. In June 2010, Sireci took photographs of some of the caulking at the three schools, those photographs showed missing pieces of caulking and cracked and frayed caulking. At minimum, the EAW's environmental expert needs access to assess the condition of the caulking at Doherty H.S. and Burncoat H.S. Cf. City of Boston, 22 MLC 1698, 1707, MUP-9605 (April 26, 1996) (finding that union need not rely on the employer's conclusion that requested information is not relevant but should have the opportunity to make its own determination).

Next, the Employer argues that allowing the EAW's environmental expert access could disrupt the Employer's comprehensive remediation plan to address the issue of PCBs in all affected schools using savings from the energy renewal contract and possible funds from the Massachusetts School Building Authority. Instead, the Employer contends that allowing the EAW's access request potentially would require
the Employer to focus its remediation efforts on Burncoat H.S. and Doherty H.S. rather than on other schools. However, the mere possibility that the findings of EAW's environmental expert could alter the time line of the Employer's remediation efforts does not override the EAW's right to access the Employer's schools. See Commonwealth of Massachusetts, 11 MLC 1440, 1443-1444, SUP-2746 (February 21, 1985) (rather than merely articulating concerns about the disclosure of information, an employer must provide evidence in support of its contentions); Board of Higher Education, 29 MLC 169, 1717, SUP-4612 (March 6, 2003) (same).

Third, the Employer argues that the EAW previously has represented its unit members effectively concerning the issue of PCBs without the need to invade the Employer's property rights. The EAW has engaged in picketing at Burncoat H.S. and Doherty H.S. and has spoken at School Committee meetings to raise public awareness. In response to the EAW's efforts, the Employer has undertaken and committed monies to remediation efforts. While the EAW has been successful in making the remediation of PCBs a priority for the Employer, it still has an obligation to its members to determine whether caulking at Burncoat H.S. and Doherty H.S. contain PCBs at concentrations greater than 50 ppm, which would necessitate removal under EPA regulations. The Employer's own expert Okun confirmed that testing is the only means by which the presence and concentration level of PCBs can be determined. It is an employer's burden to show that there are alternate means other than access that would satisfy a union's need for information. Nestle Purina Petcare Company, 347 NLRB 891, 893-894 (2006). The Employer cannot meet that burden here because there is no alternative to
testing that would provide the type of information that the EAW needs to effectively represent its unit members.

Next, the Employer contends that the matter is moot because, as was discussed above, the EAW already has the results from March 2009 samples that Weymouth took and the April 2009 samples that Sireci and Weymouth took and that the EAW has satisfied its duties as the exclusive representative by focusing attention on the issue of PCBs. Generally, a case is not moot as long as there is a real and existing controversy, calling for a present adjudication involving present rights, for which specific relief is sought that may be granted. Commonwealth of Massachusetts, 12 MLC 1590, 1595, SUP-2619. 2638 (January 31, 1986); see also Caterpillar Inc. v. N.L.R.B., 893 F.3d 360 (2015) (refusing access to a union safety expert after a fatal accident was not mooted by the passage of time because of the possibility of similar refusals in the future). In the present case, there is a live controversy because the Employer still has actually refused to provide access to the EAW’s expert.

Also, the Employer argues that the EAW’s own “unclean hands” precludes it from asserting that the Employer failed to bargain in good faith by refusing the EAW’s access request. The Employer contends that the EAW acted in bad faith when it made its earlier requests for access because the Employer never received the verification that it had requested about Herrick’s study. Also, the Employer asserted that Weymouth and Sireci had exercised self-help when they took the caulking samples in 2009, and those samples were never returned to the Employer. As a preliminary matter, I note that record before me does not show that either Herrick or Weymouth were agents of the EAW and, thus, their actions are not attributable to the EAW. Also, Sireci testified about
his belief, probably mistaken but not irrational, that he had tacit approval to access the Employer's four schools for testing. Thus, none of the conduct that the Employer cites to supports a claim of bad faith conduct that is either attributable to the EAW or was undertaken in bad faith.

Furthermore, the doctrine of "unclean hands" is an equitable doctrine and generally, the CERB does not award parties relief in equity. Town of Hudson, 25 MLC 143, 146, n.21, MUP-1714 (April 1, 1999). In determining whether a charging party has standing to challenge the actions of the respondent in a bad faith bargaining case, the CERB examines whether the charging party's actions were solely responsible for the respondent's failure to bargain in good faith. Clinton Teachers Association, 16 MLC 1058, 1064, n.14, MUPL-3263 (June 26, 1989). A review of the record before me does not support a finding that the sole reason that the Employer denied the EAW's access request was because the EAW previously acted in bad faith.

Finally, the Employer contends that granting access to the EAW's expert is unduly burdensome because the EAW wants to use that access to compel the Employer to acknowledge the authenticity of the results of those tests. If the Employer acknowledges the authenticity of those test results and if those results show a concentration of PCBs greater than 50 ppm, the EPA would require the Employer to immediately remove caulking from the school(s), where the test samples were taken. The Employer contends that such a mandatory removal could cost millions of dollars, force the closure of schools, and displace students. The Employer also points out that remediation efforts might be unsuccessful and referenced Okun's testimony about the unsuccessful and expensive efforts to remove PCBs from a school in Westport. I do not
find the Employer’s argument to be persuasive because it fails to draw a distinction
between providing access to the EAW’s environmental expert to conduct tests and
various speculative scenarios that might arise as a result of the testing.

Further, the record before me contains no evidence showing that granting the
EAW’s access request would be burdensome on the Employer’s right to control its
operations. Rather, in the February 25, 2010 access request, DelSignore expressed a
willingness to accommodate the Employer’s interest in ensuring the orderly operations
of its schools and the safeguarding of its students while testing took place. Previously,
the EAW had agreed to abide by conditions that the Employer had imposed in response
to Sireci’s November 20, 2008 access request, which included that: testing would occur
when students were not in school; testing would occur in the presence of an Employer
representative; and testing would not result in any property damage. The Employer
subsequently withdrew its approval of the access request despite the EAW’s agreement
to the proposed conditions.

Remedy

Pursuant to Section 11 of the Law, once the CERB determines that a prohibited
practice under Section 10 has been committed, it is authorized to issue a cease and
desist order to the offending party “and shall take such further affirmative action as will
comply with the provisions of this section ....” The phrase “further affirmative action”
has been construed as granting the CERB authority to fashion appropriate orders to
remedy unlawful conduct, including remedial measures not specified in Section 11.
Moreover, Section 11 of the Law broadly commits the design of appropriate remedies to
the CERB's discretion and expertise. *Town of Brookline v. Labor Relations Commission*, 443 Mass. 315, 326 (2005). Here, the EAW seeks an order granting the EAW's access to any of the Employer's schools where unit members work and permitting it to conduct any form of PCB testing that it chooses. The Employer opposes the EAW's request and seeks to limit the order to the schools which were the subject of the EAW's February 26, 2010 access request. The traditional remedy for cases involving an employer's failure to provide requested information that is relevant and reasonably necessary is an order that the Employer turn over the information to the union. *City of Boston*, 29 MLC 165, 168, MUP-2483 (March 6, 2003). Because the duty to furnish relevant and reasonably necessary information encompasses a request for access to the Employer's work site by union experts, the appropriate remedy here is to provide the EAW with access to the schools that the EAW identified in its February 26, 2010 request, which is Doherty H.S. and Burncoat H.S.\(^6^0\) and for the reasons that it describes therein, which is to have its expert conduct sampling for PCBs in exterior caulking.

**Conclusion**

Based on the record and for the reasons stated above, I conclude that the Employer violated Section 10(a)(5) and, derivatively, Section 10(a)(1) of the Law by denying the EAW's access request.

**Order**

WHEREFORE, based upon the foregoing, IT IS HEREBY ORDERED that the Employer shall:

1. Cease and desist from:

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\(^6^0\) The EAW no longer seeks access to the former North H.S. because it has been demolished. Thus, I need not make any reference to the former North H.S. in my order.
a) Failing and refusing to bargain collectively in good faith with the
EAW by denying access to the EAW's environmental expert in order
to conduct sampling for PCBs in exterior caulking at Burncoat H.S.
and Doherty H.S.

b) In any like or related manner, interfering with, restraining and
coercing its employees in the exercise of their rights guaranteed
under the Law.

2. Take the following action that will effectuate the purposes of the Law:

a) Upon the EAW's request, provide access to the EAW's
environmental expert to conduct sampling for PCBs in exterior
caulking at Burncoat H.S. and Doherty H.S. at reasonable times,
with reasonable notice, and in a reasonable manner;

b) Post immediately in all conspicuous places where members of the
EAW's bargaining unit usually congregate, or where notices are
usually posted, including electronically, if the Employer customarily
communicates with these unit members via intranet or email and
display for a period of thirty (30) days thereafter, signed copies of
the attached Notice to Employees.

c) Notify the DLR in writing of steps taken to comply with this decision
within ten (10) days of receipt of this decision.

SO ORDERED.

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS

MARGARET M. SULLIVAN
HEARING OFFICER

APPEAL RIGHTS

The parties are advised of their right, pursuant to M.G.L. c.150E, Section 11, and 456
CMR 13.15, to request a review of this decision by the Commonwealth Employment
Relations Board by filing a Notice of Appeal with the Executive Secretary of the
Department of Labor Relations not later than ten days after receiving notice of this
decision. If a Notice of Appeal is not filed within ten days, the decision shall become
final and binding on the parties.
A Hearing Officer of the Massachusetts Department of Labor Relations (DLR) has held that the Worcester School Committee (Employer) violated Section 10(a)(5) and, derivatively, Section 10(a)(1) of Massachusetts General Laws, Chapter 150E by denying the Educational Association of Worcester, Inc.'s (EAW) environmental expert access to conduct sampling for PCBs in exterior caulking at certain of the Employer's schools.

Section 2 of Chapter 150E gives public employees the right to form, join or assist a union; to participate in proceedings at the DLR; to act together with other employees for the purpose of collective bargaining or other mutual aid or protection; and, to choose not to engage in any of these protected activities.

The Employer assures its employees:

WE WILL NOT fail and refuse to bargain collectively in good faith with the EAW by denying access to the EAW's environmental expert to conduct PCB sampling of exterior caulking at Burncoat High School (Burncoat H.S.) and Doherty High School (Doherty H.S.).

WE WILL NOT in any like or related manner interfere with, restrain or coerce employees in the exercise of their rights protected under the Law.

WE WILL take the following affirmative action that will effectuate the purpose of the Law:

Upon the EAW's request, provide access to the EAW's environmental expert to conduct PCB sampling of exterior caulking at Burncoat H.S. and Doherty H.S. at reasonable times, with reasonable notice, and in a reasonable manner.

For the Worcester School Committee

Date

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED OR REMOVED
This notice must remain posted for 30 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Department of Labor Relations, 19 Staniford Street, 1st Floor, Boston, MA 02114 (Telephone: (617) 626-7132).