

AMENDED



COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
CHARGE OF PROHIBITED PRACTICE
M.G.L. c.150E

DO NOT WRITE IN THIS SPACE

Case No.	Date Filed

INSTRUCTIONS: Answer all applicable questions. Failing to provide information may result in the dismissal of the charge.

Note: Pursuant to 456 CMR 15.04, the DLR will not issue a complaint unless the charging party has complied with the applicable provisions of M.G.L. c.150E, §§13 and 14.

1. Employer Town of Oak Bluffs	2. Representative to contact John M. (Jack) Collins	4. Telephone Number 508-523-9731
3. Address (street and No., city/town, state, and ZIP code) 47 Memorial Drive, Shrewsbury, MA 01545-4028		5. Fax Number Jackmcpa@aol.com
6. Employee Organization (if any): Oak Bluffs Professional Firefighters and Paramedics	7. Representative to contact James Hykel, Esq	9. Telephone Number 617-367-7200
8. Address (street and No., city/town, state, and ZIP code) Pyle Rome, 87 Kilby Street, Boston, MA 02109		10. Fax Number 617-367-4820

11. This charge is filed against (check one)
 Employer Employee Organization

12. The above named employer or employee organization has engaged or is engaging in a prohibited practice within the meaning of Massachusetts General Law, Chapter 150E, Section(s) (enter all appropriate sections/subsections)

10(a)(1) & (3)
Failing to specify an appropriate section/subsection may result in the dismissal of the charge.

13. Summary of basis of Charge (be specific as to names, dates, addresses, etc.)

In or around June and continuing to date, the above-named Employer has retaliated against full-time, permanent firefighters for engaging in protected, concerted activity, including their efforts to organize and file a Written Majority Authorization Petition (WMAM-17-6059). Specifically, the above-named Employer has:

- Begun offering overtime hours to call firefighters before they are offered to any full-time, permanent firefighters;**
- Instituted new pay rules whereby firefighters are only paid in half-hour increments, rounding down to the nearest half-hour (see attached);**
- Prohibited a nine-year past practice where employees who live off-island are picked up and dropped off at the ferry before and after their shift (see attached); and**
- Prohibited employees from leaving the station for anything more than 30 minutes at a time, and only if they have "a good reason." (see attached)**

By the above and other acts, the above-named Employer has interfered with, restrained and coerced employees in the exercise of their rights under the Law.

- Instituted additional duties for Lieutenants whereby they are responsible for monitoring employees activities while out of the station;**
- Disclosed personal information, including discipline, to the press to disparage union supporters (see attached); and**
- Threatened discharge of members and disbandment of the Fire department. (See Attached)**

By these and other acts, the party complained of has interfered with, restrained, and/or coerced rights guaranteed by the Law.

14. (a) Is there a collective bargaining agreement that may apply to the conduct that is alleged to have violated the Law? Yes No

(b) If you checked "Yes" in question 14(a), please list all of the clauses alleged to apply and attach a copy of each.

(c) Is there a grievance concerning this matter pending? Yes No

15. Without limiting your rights to later amend your remedial request, please explain what remedy you seek. Include the amount of any financial remedy to which you claim entitlement.

Return to status quo, make employees whole, and all other appropriate remedies

16. Have you attempted to settle this case? Yes No
If not, why not?

Chief of Department currently refuses to talk to anyone in the Union.

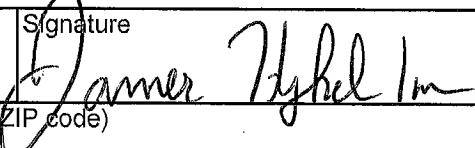
Note: The DLR may decline to issue a complaint unless reasonable settlement efforts have been made by the charging party. 456 CMR 15.04(1).

INFORMATION ON CHARGING PARTY

17. Name Oak Bluffs Professional Firefighters & Paramedics	18. Representative to contact James Hykel	20. Telephone Number 617-367-7200
19. Address (street and No., city/town, state, and ZIP code) Pyle Rome Ehrenberg, PC, 2 Liberty Sq., 10th Floor, Boston, MA 02109		21. Fax Number 617-367-4820
22. The Charging Party is an: <input type="checkbox"/> Individual <input checked="" type="checkbox"/> Employee Organization <input type="checkbox"/> Employer		

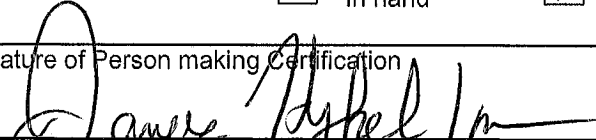
DECLARATION

I have read the above charge of prohibited practice and swear under the pains and penalties of perjury that the information contained in it is true and complete to the best of my knowledge and belief.

Name (print) James Hykel	Signature 	Title (if any) Attorney
Address (street and no., city/town, state, and ZIP code) Pyle Rome Ehrenberg, PC, 2 Liberty Square, 10th Floor, Boston, MA 02109		Telephone Number 617-367-7200

CERTIFICATE OF SERVICE

I hereby certify that I have served a copy of this Charge of Prohibited Practice on the following representative of the opposing party.

Name John M. (Jack) Collins	Address (street and no., city/town, state, and ZIP code) 47 Memorial Drive, Shrewsbury, MA 01545	Telephone Number 508-693-3554
Method of Service: <input type="checkbox"/> In hand <input checked="" type="checkbox"/> First Class Mail <input checked="" type="checkbox"/> Other (specify): e-mail		
Signature of Person making Certification 		Telephone Number 617-367-7200

Molly Brown

From: Jack Collins <jackmcpa@aol.com>
Sent: Monday, August 07, 2017 12:55 PM
To: James Hykel; jen.maldonado-ong@state.ma.us
Cc: Molly Brown; jackmcpa@aol.com; rwhitenour@oakbluffsma.gov; jrose@oakbluffsma.gov
Subject: Re: Oak Bluffs WMAM - 17-6059

Everyone

As previously noted, I have been out of the country and just returned this morning. I will review and reply this week.

Overall, the Town does not voluntarily recognize the union.

Keep in mind that the Chief had been unaware of the law that requires firefighters to live within a certain distance of the Town. As it turns out, many of the EMS workers are in violation of that law.

We have made it clear that the Town has been in the process of reviewing the experiment of asking paramedics to get cross-trained as firefighters, but at this point it is very unlikely that the Town will continue with that practice. This will result in a return to call fire department. If the union is still interested in representing a unit of EMS personnel, we may have more flexibility on the issue of recognition.

I will be meeting with the Selectmen Tomorrow afternoon to discuss all these issues.

Jack Collins

-----Original Message-----

From: James Hykel <jhykel@pylerome.com>
To: Maldonado-Ong, Jen (DLR) (DLR) <jen.maldonado-ong@state.ma.us>; Jack Collins <jackmcpa@aol.com>
Cc: Molly Brown <mbrown@pylerome.com>
Sent: Mon, Aug 7, 2017 12:44 pm
Subject: RE: Oak Bluffs WMAM - 17-6059

Ms. Maldonado-Ong:

I believe, at this point, you have everything you need to issue a certification on this petition. Would you please let me know if you need anything further or, if not, when (approximately) the Union can expect a certification to issue?

Thank you for your attention to this matter.

James Hykel



Pyle Rome Ehrenberg PC

Boston Northampton, Mass. Burlington, Vt.

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From: Maldonado-Ong, Jen (DLR) [<mailto:jen.maldonado-ong@state.ma.us>]
Sent: Monday, July 31, 2017 3:17 PM
To: James Hykel <jhykel@pylerome.com>; Jack Collins <jackmcpa@aol.com>
Cc: Molly Brown <mbrown@pylerome.com>
Subject: RE: Oak Bluffs WMAM - 17-6059

Good Afternoon:

This is to confirm receipt of the email below.

Very Truly Yours,

Jennifer Maldonado-Ong, Esq.
Investigative Hearing Officer
Department of Labor Relations
Charles F. Hurley Building
19 Staniford Street, 1st Floor
Boston, MA 02114
(617) 626-5460
Jen.Maldonado-Ong@massmail.state.ma.us

From: James Hykel [<mailto:jhykel@pylerome.com>]
Sent: Monday, July 31, 2017 1:04 PM
To: Maldonado-Ong, Jen (DLR) <Jen.Maldonado-Ong@MassMail.State.MA.US>; Jack Collins <jackmcpa@aol.com>
Cc: Molly Brown <mbrown@pylerome.com>
Subject: RE: Oak Bluffs WMAM - 17-6059

Ms. Maldonado-Ong,

As the Town did not provide a list of the full names and titles of employees in the unit, the Employee Organization is submitting the following list:

- Matthew Bradley, Lieutenant Firefighter/Paramedic
- Michael Desrosiers Sr., Lieutenant Firefighter/Paramedic
- Trulayna Rose, Shift Commander Firefighter/Paramedic
- Kevin Kilduff, Firefighter/Paramedic
- Thomas Lambert, Firefighter/Paramedic
- Eric Hunter, Firefighter/Paramedic
- Lindsay Hopkins, Firefighter/Paramedic
- Christopher Flanders; Firefighter/Paramedic
- Richard Velez, Jr., Firefighter/Paramedic (pending completion of the Fire Academy)
- John Gonsalves, Firefighter/EMT

James Hykel

pyle
rome
LABOR AND
EMPLOYMENT LAWYERS

Pyle Rome Ehrenberg PC

Boston Northampton, Mass. Burlington, Vt.

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From: Maldonado-Ong, Jen (DLR) [<mailto:jen.maldonado-ong@state.ma.us>]

Sent: Wednesday, July 26, 2017 10:03 AM

To: Jack Collins <jackmcpa@aol.com>; rwhritenour@oakbluffsma.gov; Molly Brown <mbrown@pylerome.com>; James Hykel <jhykel@pylerome.com>; DPH-OEMS-JRose1 <jrose@oakbluffsma.gov>

Subject: RE: Oak Bluffs WMAM - 17-6059

Thank you. This is to confirm that I received the email below, as well as the document attached to it.

*Jennifer Maldonado-Ong, Esq.
Investigative Hearing Officer
Department of Labor Relations
Charles F. Hurley Building
19 Staniford Street, 1st Floor
Boston, MA 02114
(617) 626-5460
Jen.Maldonado-Ong@massmail.state.ma.us*

From: Jack Collins [<mailto:jackmcpa@aol.com>]

Sent: Wednesday, July 26, 2017 9:58 AM

To: Maldonado-Ong, Jen (DLR) <Jen.Maldonado-Ong@MassMail.State.MA.US>; rwhritenour@oakbluffsma.gov; mbrown@pylerome.com; jhykel@pylerome.com; DPH-OEMS-JRose1 <jrose@oakbluffsma.gov>

Subject: Re: Oak Bluffs WMAM - 17-6059

Attached is my Notice of Appearance
Jack Collins

-----Original Message-----

From: Maldonado-Ong, Jen (DLR) (DLR) <jen.maldonado-ong@state.ma.us>

To: Jack Collins <jackmcpa@aol.com>; rwhritenour@oakbluffsma.gov; mbrown@pylerome.com; jhykel@pylerome.com; mbrown

Sent: Tue, Jul 25, 2017 2:48 pm

Subject: RE: Oak Bluffs WMAM - 17-6059

Good Afternoon:

This is to confirm that I have received and acknowledge the email below.

Very Truly Yours,

Jennifer Maldonado-Ong, Esq.

Investigative Hearing Officer

Department of Labor Relations

Charles F. Hurley Building

19 Staniford Street, 1st Floor

Boston, MA 02114

(617) 626-5460

Jen.Maldonado-Ong@massmail.state.ma.us

From: Jack Collins [<mailto:jackmcpa@aol.com>]

Sent: Tuesday, July 25, 2017 1:45 PM

To: Maldonado-Ong, Jen (DLR) <Jen.Maldonado-Ong@MassMail.State.MA.US>; rwhritenour@oakbluffsma.gov; mbrown@pylerome.com; jhykel@pylerome.com

Subject: Fwd: Oak Bluffs WMAM - 17-6059

Jen

I will file a formal appearance once I am back in the office tomorrow, but please send me any new e mails or other correspondence.

Jack Collins

Special Labor Counsel

Town of Oak Bluffs, MA

Atty. John M. (Jack) Collins

47 Memorial Drive

Shrewsbury, MA 01545-4028

508 523-9731

Martha's Vineyard Office

15 Lighthouse Road

Aquinnah, MA 02535

| jen.maldonado-ong@state.ma.us

-----Original Message-----

From: Robert Whritenour <rwhritenour@oakbluffsma.gov>

To: Jack Collins <jackmcpa@aol.com>

Sent: Tue, Jul 25, 2017 1:34 pm

Subject: FW: Oak Bluffs WMAM - 17-6059

From: Maldonado-Ong, Jen (DLR) [<mailto:jen.maldonado-ong@state.ma.us>]
Sent: Tuesday, July 25, 2017 11:41 AM
To: James Hykel; Molly Brown
Cc: Robert Whritenour
Subject: RE: Oak Bluffs WMAM - 17-6059

Good Morning All:

This is to confirm receipt of the emails below and that DLR will serve as the Neutral in connection with the above-referenced matter.

Very Truly Yours,

Jennifer Maldonado-Ong, Esq.
Investigative Hearing Officer
Department of Labor Relations
Charles F. Hurley Building
19 Staniford Street, 1st Floor
Boston, MA 02114
(617) 626-5460
Jen.Maldonado-Ong@massmail.state.ma.us

From: James Hykel [<mailto:jhykel@pylerome.com>]
Sent: Tuesday, July 25, 2017 10:14 AM
To: Maldonado-Ong, Jen (DLR) <Jen.Maldonado-Ong@MassMail.State.MA.US>; Molly Brown <mbrown@pylerome.com>
Cc: rwhritenour@oakbluffsma.gov
Subject: Re: Oak Bluffs WMAM - 17-6059

To clarify, the parties have not agreed to a neutral and the union requests that the DLR serve as Neutral.

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From: Molly Brown
Sent: Tuesday, July 25, 2017 10:11:28 AM
To: jen.maldonado-ong@massmail.state.ma.us
Cc: James Hykel; Rwhritenour@oakbluffsma.gov
Subject: Oak Bluffs WMAM - 17-6059

Good morning,

Please be advised that the parties have agreed to have the DLR serve as the Neutral.

If there is anything further you need from us, please contact me directly.

Thank you

Molly Brown, Legal Assistant

Assistant to James Hykel and Jill Ryan



Pyle Rome Ehrenberg PC

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Town administrator, command staffers, back Oak Bluffs fire chief

They contend allegations of discord are "gross distortions," but rank and file don't back down.

By **Barry Stringfellow** - July 26, 2017

Seeking to reassure the town that the Fire/EMS Department is shipshape, and to refute allegations of mismanagement and misconduct by Chief John Rose, Oak Bluffs town administrator Robert Whritenour, Chief Rose, and several members of the fire department command staff — Assistant Chief Manny Rose, Deputy Chief Shawn Broadley, and Lieutenant Matt Bradley — came to the *The Times* on Monday morning for a wide-ranging discussion about the current state of affairs at the fire department.

A major point of discussion was to call into question the credibility of paramedic/firefighters Kevin Kilduff and Chris Flanders, who were critical of Chief Rose's leadership in last week's *MV Times* articles "Oak Bluffs fire department rife with dissension" and "Oak Bluffs firefighter/paramedics vote to unionize." Last week, eight of the 10 full-time staff voted to join the International Association of Fire Fighters (IAFF).

"We're not here to assassinate the character of some of these individuals, but the relationships are much more complex than you might see," Mr. Whritenour said.

Mr. Whritenour alleged there have been personal attacks orchestrated against Chief Rose in recent years that amount to "campaigns of terror" built on rumors, innuendo, and gossip. "You have to remember when you live on an Island, there's a rumor about everything," he said.

The allegations by former EMT Jenn McCann of firehouse trysts with Mr. Rose while he was assistant fire chief were framed as an event 10 years ago, possibly motivated by a breakup, "before the chief had any supervisory responsibilities."

“We want to open up a dialogue so you can understand what the department is thinking and what our values are,” Mr. Whritenour said. “If anyone tells you that it’s a free-for-all or unprofessional, we want accountability. I demand it of this chief. There were gross misrepresentations of facts, and we’re sensitive to that. John’s in that uniform 24/7. It’s his life.”

At the conclusion of Tuesday night’s selectmen’s meeting, an angry selectman Mike Santoro lambasted The Times. “I just want to say John Rose and his command staff have my full support,” he said. “That article was way out of line. It was a slap in the face to us, the townspeople, and the people who volunteer.” Mr. Santoro said the firefighter/paramedics who spoke to The Times are “cowards who hid behind the press,” who could have gone to the personnel board or Mr. Whritenour with their complaints: “John has my complete support, and I hope the rest of the board feels the same.”

“I do,” chairman Kathy Burton said.

Credibility questioned

Mr. Whritenour said statements by Mr. Kilduff represented an “alternate reality” of what really goes on at the station. He said Mr. Flanders had also completely fabricated details about the fire department. Mr. Kilduff has been a firefighter/paramedic with the department for 3½ years. Mr. Flanders joined the department as a volunteer in 2012, and has been a full-time firefighter/paramedic for the past two years. Both men have alleged rules are enforced capriciously and sometimes maliciously, and that the chief has lost the respect of many of the rank and file.

“Both of these individuals are perhaps the worst paramedics I’ve ever seen,” Mr. Whritenour said.

Chief Rose came to Monday’s meeting with a folder of letters and emails relating to past disciplinary actions against both men. He stressed, as he did in last week’s article, that the department is extremely tolerant of missteps by department members.

“If we write up someone for an infraction, generally it’s not for just one thing; it’s for an accumulation of things,” Lt. Bradley said.

Chief Rose said Mr. Kilduff is currently suspended because his co-workers requested that he take action. He said it was not for making a joke about the problems with the firehouse, as was stated in last week's article, but rather for "concerning statements."

"Kevin is quoted as saying he's going to blow the fire station up; a second email sent from two other employees from that same day, he says 'If they fire me, I'm going to come and shoot all the employees,'" Chief Rose said, reading from an email.

The writers of the emails were not disclosed.

"As chief, when someone says they're going to come to the station and do something destructive, you have to acknowledge that. If you don't and something happens, that's a bad day. We've bent over backwards as much as we possibly can. When you have consistent write-ups, at a point you have to take action."

Mr. Kilduff is currently out on sick leave, and when he comes back, he will be on a "last chance agreement" with the department.

"I see goodness in Kevin. It has bitten me in the past, but he has the potential to be a really good paramedic," Chief Rose said. "I know what these guys go through, that's why I try to give them every chance I can."

Chief Rose added that he received an email from Mr. Kilduff the Sunday before The Times article came out, thanking him for being a good boss and for "having his back."

Mr. Whritenour said he favored firing Mr. Kilduff, but deferred to Chief Rose.

Chief Rose said Mr. Kilduff had other infractions, including a written complaint from Oak Bluffs Police which stated he was driving an emergency response vehicle 89 miles per hour in a 30 mph zone when responding to an emergency. Lt. Bradley said the speeding incident led to Mr. Kilduff's first suspension.

Chief Rose said he also had a complaint from the hospital about Mr. Kilduff's behavior, stemming from "sarcastic and inappropriate language" he used in earshot of nurses and patients, and that he had been cited for not properly documenting narcotics used on the ambulances.

The complaints about Mr. Flanders were less dramatic. Lt. Bradley said his insufficient documentation of narcotic supplies has been a longstanding problem. He was written up for leaving Haldol, an antipsychotic medication, in the cupholder of a response vehicle for 48 hours. His most recent infraction was when he didn't show up for work at the rescue boat at 8 am, on the morning of July 4. He was over two hours late, Chief Rose said, and they had used cell phones, pagers and radios to locate him, and were about to initiate a welfare check when Mr. Flanders called in, saying he had overslept. "You're responsible for protecting the people on the busiest day on Martha's Vineyard. You don't oversleep through that," Chief Rose said.

Rank and file respond

On Tuesday, Mr. Kilduff spoke to The Times about the allegations. "I respect Mr. Whritenour's position as town administrator, but I've never met him, and I've never seen him in person, or seen him on an emergency call or in the back of an ambulance for that matter," he said.

Mr. Kilduff said the "troubling statements" were misread sarcasm. "If somebody doesn't get the irony of a fireman saying he was going to burn down the firehouse, I don't know what to say," he said. "That comment was made 100 percent in jest. I never said anything about shooting anyone. I'm not that guy. My last chance agreement doesn't even mention that. I've asked to see the emails; I never saw them."

Addressing the suspension for speeding, he said, "That was a mistake. I'm guessing they didn't mention it was late at night in the middle of February. I proceeded with due caution."

Mr. Kilduff acknowledged there was a nurse at the hospital that criticized him for being too sarcastic, but that to his knowledge, there had never been a complaint from a patient. "Again, I requested a copy of the complaint, and have no documentation," he said.

Mr. Kilduff also acknowledged that he had failed to properly inventory narcotics, as the chief alleged. "One time in three years I didn't write a number down," he said. "One time."

Speaking to The Times on Tuesday, firefighter/paramedic Lt. Mike Desrosiers was solidly in Mr. Kilduff's corner.

“Kevin is a fantastic paramedic, one of the best on the Island,” he said. “I’ve been a paramedic for nine years. The best praise you can get as a paramedic is that someone would trust you to work on a family member. I would absolutely want Kevin to work on my wife and children.”

Firefighter/paramedic Thom Lambert was also unequivocal in his support. “I can’t give Kevin enough high praise as a paramedic,” he said. “The chief used him as a Coast Guard medic, when people have to be airlifted off the Island, about 90 percent of the time. That shows you the level of Kevin’s skills.”

Mr. Lambert, president of IAFF Local 5137, began as an EMT in 1991 and has been a paramedic for the past 10 years, serving in Fall River before coming to Oak Bluffs three years ago, within a month of Mr. Kilduff’s hiring. “Kevin’s one of the best paramedics I’ve ever seen,” he said. “He’s one of those rare medics that don’t come around very often. I can’t say anything better about him.”

Mr. Flanders disputed the allegation that he had left Haldol in an ambulance cup holder and said his partner from that evening could verify it. “Haldol is not a controlled substance, and it’s open to access to anyone who has access to the ambulance,” he said.

Mr. Flanders acknowledged he was late on the morning of July 4. “I had a late off-Island transfer the previous night,” he said. “It was an extra detail, not a scheduled shift. It was a mistake, but I didn’t delay the boat, as some people have said. It was out working, keeping an eye on the fireworks barge. I haven’t been late for a shift in two years.”

“Chris is still in the new phases of being a paramedic,” Lt. Desrosiers said. “He hasn’t gone through a recertification cycle yet. Does the kid make some mistakes? Yes. A lot of it is documentation, but there are no issues with him when it comes to patient care.”

Mr. Lambert concurred. “We all stumble a little when we start out, all of us,” he said. “It’s a difficult job, and it takes time to learn. I have no doubt Chris is going to be great paramedic.”

Speaking to The Times on Wednesday, fire department veteran EMS Second Lieutenant Rich Michelson, a volunteer EMT for 15 years, said emphatically that he believes the Oak Bluffs Fire/EMS department has the most dedicated personnel on the Island. “The paramedics, EMTs, and firefighters take what they’re doing very seriously and strive to be good,” he said. “I think the issues are the chief’s consistency, leadership, character, and personal accountability.”

Mr. Michelson said he believes morale in the volunteer staff is also suffering under Chief Rose's leadership.

"John is a great paramedic. His sisters are too. If one of my family needed saving, I'd want them there. But it's really painful to see the direction the company has gone under his leadership. I spent a lot of my life at the station. I don't want that to be in vain. The department needs transparency."

OBFD most demanding department on M.V.

At Monday's meeting, Lt. Bradley strongly countered claims that Chief Rose isn't up to snuff when it comes to taking charge of a fire/emergency scene. "The chief does a phenomenal job of running a scene," he said.

Mr. Whritenour cited a consultant's report from retired Brewster Fire Chief Roy Jones, written last August. Mr. Jones wrote a scorching assessment of the department in May 2013. In his 2016 report he was more upbeat, the first line stating, "Oak Bluffs Moving Forward!"

He wrote the report after speaking to nine of the rank and file along with Chief Rose, Assistant Chief Rose and Deputy Chief Broadley. "The majority interviewed had a positive feeling about the direction of the department," he said. His report was ultimately a mixed bag. He went on to write that the chief "must work at being as consistent as possible in all [leadership] areas," and that "Standard Operating Procedure needs to be worked out" for fire operations, in particular about which vehicles should respond to certain situations. Mr. Jones advocated more drilling. He wrote that people he'd interviewed had described a "freelancing fire department — need control." He noted that the chief should meet with the entire department more frequently than quarterly. He said the new fire station was a big morale booster, and he commended the department's rehabilitation policy, "that looks very good compare (*sic*) to national standards."

At Monday's meeting, Mr. Whritenour said part of the reason for the high turnover of paramedics in Oak Bluffs is the grueling off-Island transports, which can require a crew to make three trips to Boston hospitals in one day.

"Oak Bluffs is by far the hardest paramedic unit to work in," he said. "A lot of people don't make it. We're the only department who take patients from Martha's Vineyard to Boston. A lot of paramedics

come through, find out that it's just too stressful for them, and they wind up going to, say, Tri-Town, where they have hardly any calls and mostly sit around and do the occasional call. Oak Bluffs is the hardest place to work. But I'm convinced it's not an issue of out-of-control management."

Tri-Town is the ambulance company that serves the three up-Island towns, West Tisbury, Chilmark, and Aquinnah.

"I know people that have quit us to go to Tri-Town; they know they're going to make less money, but they know they go three months without taking a patient to the hospital, working a full-time job," Lt. Bradley said. "That won't happen in Oak Bluffs."

Rumors and innuendo

Mr. Whritenour said there have been several political campaigns against Chief Rose over the years aimed at discrediting him. He alleged one effort was spearheaded by Peter Martell, a former Oak Bluffs captain and emergency management director. It was Martell who spread false rumors about Chief Rose having an affair with his administrative assistant, Cindy Hatt, Mr. Whritenour said. "Peter Martell has wanted to be chief his whole life," Mr. Whritenour said. "When we hired John as chief, [Martell] wanted to be the chief. He interviewed and didn't get the job. He's been irrationally dogging John ever since then. He was fired from the department, fought it in court, got put back on the department. He's always been that outlier. He initiated a campaign of terror — rumors, innuendo, and gossip, saying the chief is sleeping with everybody. Those are issues we've addressed. As far as I know, the chief is not having relationships with anyone in his department."

Mr. Martell refuted the idea that he was irrationally dogging the chief. "I applied for the job because I thought Rose was too incompetent to do it, and I still think he's too incompetent to do it," he said. "If he was treating the rank and file well, you wouldn't need a union. I was on the department 46 years. I came up under Chief Amaral. He was a gentleman; he had the respect of the entire department. Chief Alley took over, he was a good chief too. Forend was a terrible chief; he accused me of misusing funds, I sued and I won. Then Rose came in; things kept going downhill."

Mr. Whritenour said there was a thorough investigation of the alleged relationship between Chief Rose and Ms. Hatt. "We investigated and found that it wasn't true, in fact she was having a relationship with another member of the department," he said. "We found that we had to take