

**MASSACHUSETTS COALITION OF POLICE
and
SANDULLI GRACE, P.C.**

2025 BASICS REGIONAL TRAINING SEMINAR

*The Delaney House
3 Country Club Road, Holyoke*

Wednesday, April 23, 2025

AGENDA

9:00 a.m. to 3:00 p.m.

- 1. Registration/Continental Breakfast (9:00 a.m. - 9:30 a.m.)**
- 2. Welcome by President Scott Hovsepian (9:30 a.m. - 9:35 a.m.)**
- 3. The Nuts and Bolts of Running Your Union –
Tim King, MassCOP In-House Counsel (9:35 a.m. - 10:30 a.m.)**
- 4. POST: Legal and Practical Considerations (10:30 a.m. - 10:45 a.m.)**
- 5. COFFEE BREAK (10:45 a.m. - 11:00 a.m.)**
- 6. How to Draft and Process a Contractual Grievance (11:00 a.m. - 11:50 a.m.)
with Sandulli Grace attorneys – John Becker, Casey Berkowitz and Laurel Goldstein**
 - Attempts to resolve informally
 - Drafting the grievance
 - Required elements of a grievance
 - Keeping up with deadlines
 - Grievance v. ULP
 - Past practice v. Contract language
- 7. Working Lunch (11:50 a.m. – 12:30 p.m.) – Rule 14
Handling Employee Discipline Issues (12:30 p.m. – 1:30 p.m.)**
 - Contract language
 - Civil Service v. contractual just cause arbitration
 - How to appeal discipline
 - Internal affairs interviews and report writing
 - Criminal charges
 - The Brady List
 - Police reform
 - Legislation update
- 8. Interim Bargaining and ULPs (1:30 p.m. - 2:15 p.m.)**
 - Interim bargaining, MSBs, and ULPs (such as: BWCs and social media policies)
- 9. Q&A Session (2:15 p.m. - 3:00 p.m.)**

Networking and Open Bar (beer and wine) - 3:00 p.m. - 4:00 p.m.

Cost - \$75 per person

*(For inquiries regarding financial assistance, please contact Julia at jmp@masscop.org)
Agenda and topics subject to change.*