

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

**2025 BASICS REGIONAL TRAINING SEMINAR**

*Atlantic Ocean Room at the Elks at Bass Rocks  
101 Atlantic Road, Gloucester*

*Wednesday, April 30, 2025*

**AGENDA**

**9:00 a.m. – 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](mailto:jmp@masscop.org))  
Agenda and topics subject to change.*