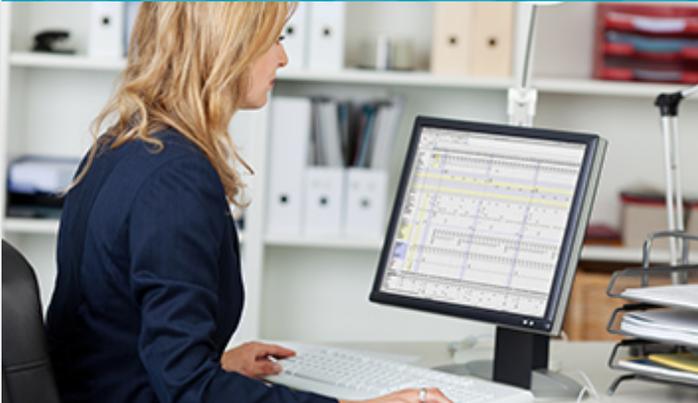




Employment Practices



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Documentation & Corrective Action

Sponsored by Cape Cod Municipal Human Resources Group and MIIA



“This presentation will focus on principles of employee discipline in both a union and non-union environment. The overall goal of the presentation is to provide an overview to managers that will leave them feeling empowered to deal appropriately and effectively with disciplinary situations.”

Topics to be discussed

- The principles of progressive discipline
- Documentation to support corrective action
- Procedural requirements
- Strategies for upholding discipline in arbitration.

Date

April 15, 2026

Location

Barnstable Town Hall
367 Main St. Hyannis MA 02601

Time

9:30 a.m.- 12:30 p.m.

Presenters

MURPHY, HESSE, TOOMEY & LEHANE, LLP

Michael J. Maccaro - Mr. Maccaro is a partner at the firm and represents employers in both the public and private sector, acting labor counsel for private entities and as both labor counsel and general counsel to governmental bodies, including numerous school districts. His labor law practice includes representing employers in representation proceedings and campaigns, contract negotiation, collective bargaining matters, grievance administration and arbitration, and in proceedings before the Massachusetts Department of Labor Relations and the National Labor Relations Board. [FULL BIO](#)

Madison Harris-Parks - Madison Harris-Parks represents private and public clients in a wide range of civil litigation, labor, and employment matters. She has successfully advocated for clients before state and federal courts and state agencies in Massachusetts. She has represented public employers in collective bargaining negotiations, grievances responses, and arbitrations. She additionally regularly advises clients on matters concerning conflicts of interest law, public records and open meeting laws, wage and hour laws, and personnel matters. [FULL BIO](#)

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Accommodations Please contact Mary Ann Marino 781-223-1870 at least 48 hours in advance.

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