

Employment Practices



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Management and Leadership in a Unionized Environment

Sponsored by Cape Cod Municipal Human Resources Group and MIIA

This training was developed by Clifford & Kenny specifically for supervisors in the municipal workplace. The training covers management best practices, discipline/discharge, performance management and supervisors' obligations regarding harassment/discrimination. We will go through the disciplinary process using the Just Cause analysis as a roadmap. The training will also focus on how to have difficult conversations with employees and how to document personnel matters. The trainers provide real examples from municipal workplaces to ensure the training is tailored to our attendees.

Location

Presenters

Jaime Kenny has been practicing labor and employment law since 2006. After seven years as a union attorney, Attorney Kenny and her law partner, John Clifford, founded Clifford & Kenny –a practice focused on assisting employers with a wide range of labor and employment issues, including discipline and discharge and workplace investigations. Attorney Kenny has handled over five hundred (500) grievance and arbitration cases and completed hundreds of workplace investigations, including many high-profile investigations that have garnered local and national media attention. Attorney Kenny is adept at formulating strategies for the resolution of complex personnel issues. Over the course of her career, Attorney Kenny has represented both employers and employees before the Department of Labor Relations, the Massachusetts Civil Service Commission, the Massachusetts Commission Against Discrimination, the Massachusetts Superior and Appeals Court, as well as Federal court. Attorney Kenny has presented to various industry organizations including the Massachusetts Municipal Association and several of its member groups. Massachusetts Lawyers Weekly named Attorney Kenny one of the “Top Women of Law” for 2019.

Caitlin Morey joined Clifford & Kenny in 2018. She has extensive experience in a wide range of labor and employment matters, including collective bargaining, discipline, discharge, personnel policies and employee leave issues. Attorney Morey is also an experienced workplace investigator and trainer. She was promoted to Partner in 2025. Attorney Morey has been a Guest Speaker and Trainer before the Massachusetts Municipal Human Resources Association, the Massachusetts Municipal Management Association Women Leading Government Seminar, and the Metro Fire Chiefs Association. She regularly conducts trainings for boards and committees, police and fire chiefs, municipal leaders and employees. These trainings cover a wide variety of topics, including discrimination and harassment, management in a unionized environment, collective bargaining, de-escalation and conducting workplace investigations. Prior to becoming an attorney, Attorney Morey worked in the advertising industry for over ten (10) years, where she gained extensive experience in management, communications and employee relations.

Accommodations Please contact Lauren Stratton at 423-302-7787 at least 48 hours in advance.

Disclaimer: The material contained herein is intended for general informational purposes only. It is not intended as legal advice and should not be construed as such. Any inquiries concerning Massachusetts law should be directed to a city solicitor, town counsel or other licensed attorney.



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