

**Atty. Kevin B. Coyle**  
**1299 Page Boulevard**  
**Springfield, MA 01104**  
**413 787 1524**

**Education:**

University of Massachusetts, B.A, Sociology  
Western New England University, J.D.

**Work History:**

1978-1981. City of Holyoke, MA, labor counsel, negotiated collective bargaining agreements with City unions, police and fire mediation/arbitration with Joint Labor Management Committee, grievance arbitrations, disciplinary proceedings and appeals, police misconduct litigation in federal court.

1981-1988. Employed by National Association of Government Employees/International Brotherhood of Police Officers (NAGE/IBPO) representing multiple local unions, mostly municipal police unions, in all collective bargaining issues, discipline, federal police misconduct litigation, retirement issues, and related employment issues.

1981-present. Private practice representing municipal employee organizations and their members in all collective bargaining and related employment issues. I primarily represent IBPO Local 364, Springfield, MA patrolmen's union in collective bargaining and related dispute resolution proceedings, grievance/arbitration, duty status issues, discipline issues, retirement issues and police misconduct litigation in federal court. IBPO Local 364 is the exclusive representative of 380 non-supervisory police officers of the Springfield (MA) Police Department. Most recent collective bargaining agreement was significantly impacted by a Department of Justice consent decree which was entered during period of negotiations. That decree obligated the City to pursue changes in numerous policies and procedures which implicated conditions of employment, which are mandatory subjects of bargaining under Massachusetts law. Agreement was eventually achieved without the need for statutory dispute resolution proceedings.