

# OPEN MEETING LAW GUIDELINES

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# **OPEN MEETING LAW GUIDELINES**

## **Introduction**

The Massachusetts Open Meeting Law applies to governmental entities at the state and local levels. In general the Law requires that meetings of such entities be open to the public, that notice of such meetings be publicly posted and that accurate records of the meeting be kept and made available to the public.

The Attorney General is charged with the enforcement of the Open Meeting Law as it applies to state government bodies. The District Attorney is responsible under the Open Meeting Law for enforcing its provisions in the cities and towns within his or her District.

We hope that these Guidelines will give officials a tool to ensure their ability to comply with the Open Meeting Law. We also hope that they will offer to citizens a guide to a better understanding of the responsibilities of their elected and appointed officials and of their rights and the means of enforcing those rights under the Law.



## **OVERVIEW AND SUMMARY OF THE OPEN MEETING LAW**

Massachusetts adopted in 1958 its first open meeting law applicable to governmental units at the state, county and municipal levels. St. 1958, c. 626. In fact, there were three separate laws, one applicable to each level of government (state, county and municipal), but the substance of the three laws was the same.<sup>1</sup> The first statute was fairly general in approach, and after a series of amendments over the years, the Open Meeting Law was substantially revamped in 1975, adding for each level of government a set of definitions of terms used and making more specific the provisions governing closed meeting sessions and notices of meetings. There have been a number of amendments to the Law since 1975, but its general format and provisions have remained the same.

The purpose of the Open Meeting Law is to eliminate much of the secrecy surrounding the deliberations and decisions on which public policy is based. It accomplishes this purpose by requiring open

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<sup>1</sup>These guidelines only concern the Open Meeting Law as it applies to municipal and district governments, G.L. c. 39, §§23A-23C and 24. Please note: county governments in the Commonwealth were abolished on November 16, 1999, St. 1999, c. 127, § 53.

discussion of governmental action at public meetings. The requirements of the Open Meeting Law grow out of the idea that the democratic process depends on the public having knowledge about the considerations underlying governmental action, for without that knowledge people are not able to judge the merits of action taken by their representatives. The overriding intent of the Open Meeting Law is therefore to foster and indeed require open discussion of governmental action at public meetings. Yet the Law does recognize that public officials might be "unduly hampered" if all discussions by public officials were required to be open. As a result, it specifies certain types of issues that may be discussed and decided in a closed session. These exceptions, however, are limited in number and narrow in scope.<sup>2</sup>

The Law applies to those meetings of governmental bodies in which a quorum of the body convenes to deliberate on any public business or policy within its jurisdiction. The terms meeting, governmental body, deliberation, and quorum are specifically defined

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<sup>2</sup>On the purposes of the Open Meeting Law, see Ghiglione v. School Committee of Southbridge, 376 Mass. 70, 72 (1978).

in the Law. G.L. c. 39, §23A.

For covered meetings, the Law lays out specific procedures that must be followed. Most important is that the meeting be open to the public except in nine specific circumstances that are described in the statute. If one of the exceptions applies, the governmental body can meet in an executive session (closed session), provided it follows certain preparatory steps. Other critical procedural requirements are that records be maintained of all meetings (including executive sessions) and be made available to the public, and that notice of all meetings be publicly posted.

Responsibility for enforcement of the Law at the local levels is vested in the District Attorney. However, judicial remedies in the form of prospective injunctive and declaratory relief may be sought by the District Attorney, the Attorney General, or three or more registered voters. Relief may also include an order invalidating or rescinding past actions by a governmental body or requiring the body to make its records public. Other remedies may be available as well; the Law states that its remedial provisions are not exclusive.



## THE LAW'S REQUIREMENTS

- **Who Is Subject To The Open Meeting Law**

The Law applies to governmental bodies. These are entities defined at the local level as: every board, commission, committee or subcommittee of any district, city, region or town, however elected, appointed or otherwise constituted, and the governing board of a local housing, redevelopment or similar authority; provided, however, that this definition shall not include a town meeting.

The Law thus governs collegial bodies or groups, such as boards of selectmen, but not individual officials such as a mayor or a police chief. The Law does not apply to boards informally appointed by individual officials to carry out duties that are assigned to such officials.<sup>3</sup> Insofar as such collegial groups are concerned, however, the definition at each level is very broad.

Subcommittees appointed by any governmental board,

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<sup>3</sup>See Connelly v. School Committee of Hanover, 409 Mass. 232 (1991), in which the SJC held that a high school principal selection committee appointed by the school superintendent to assist him in choosing candidates was not a governmental body subject to the Law. Because the task of choosing a new principal was one the superintendent could have performed by himself without his being subject to the Law, his informal creation of a selection committee did not subject them to the Law.

commission or committee that is a governmental body are also covered by the Law.<sup>4</sup> However, a single member of a governmental body cannot comprise a “committee” or “subcommittee” of the same governmental body.<sup>5</sup>

It is the position of the Attorney General that this includes not only subcommittees comprised of the parent governmental body's members, but also subcommittees or special purpose committees that may contain individuals who are not on the parent body, so long as the subcommittee or special purpose committee is carrying out delegated functions or responsibilities of the parent body.

Example: A local housing authority appoints a special committee composed of private citizens, representatives of the local planning board, the local conservation commission and interested tenant groups to study and make recommendations to the authority on the design, placement, and tenant selection criteria for a low and moderate income housing project the authority is building. Since all

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<sup>4</sup>See Nigro v. Conservation Commission of Canton, 17 Mass. App. Ct. 433 (1984).

<sup>5</sup>See Pearson v. Board of Selectmen of Longmeadow, 49 Mass. App. Ct. 119, 124 (2000).

the matters which have been delegated to the special committee are matters of public business and policy within the housing authority's jurisdiction and responsibility, the special committee itself is a governmental body and subject to the Law.

The fact that the jurisdiction of the subcommittee or special purpose committee extends only to making recommendations to the parent governmental body does not render the Law inapplicable.<sup>6</sup>

Example: A subcommittee of a local conservation commission, composed of three of the seven commission members, is delegated the task of making factual investigations of a local conservation problem, reporting its findings to the full commission and making oral recommendations on what action the commission should take. Although the subcommittee's jurisdiction does not authorize it to make binding decisions on behalf of the commission but is limited to recommendations, the committee still qualifies as a governmental body and when it convenes to discuss its investigations or propose recommendations, this is a meeting.

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<sup>6</sup>See Nigro v. Conservation Commission of Canton, 17 Mass. App. Ct.433 (1984).



- **Meetings Covered By The Open Meeting Law**

The Open Meeting Law applies to every meeting of a quorum of a governmental body if any public business over which the governmental body has jurisdiction is discussed or considered.<sup>7</sup>

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Note: A governmental body engages in "deliberation" under the Law, and must comply with the Law's requirements, whenever a quorum engages in a "verbal exchange." Thus, when a committee interviewed candidates for employment in closed session, the Law applied even though the members did not converse among themselves but merely questioned the candidates. The Supreme Judicial Court held that such interviews constituted "deliberation" under the Law.<sup>8</sup> Any on-site inspection of a project or program by a governmental body does not qualify as a meeting. A quorum is defined in the Law as a simple majority of the body unless otherwise defined by

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<sup>7</sup>For a statement of what constitutes "public business" or a "public policy matter", the discussion of which would subject a governmental body to the Open Meeting Law, see Medlock v. Board of Trustees of the University of Massachusetts, 31 Mass. App. Ct. 495 (1991). In that case the Court held that because the boards in question only reviewed whether the University was complying with other statutes and did not decide any public policy questions, the Open Meeting Law did not apply.

<sup>8</sup>See Gerstein v. Superintendent Search Screening Committee, 405 Mass. 465, 470-471 (1989).

applicable constitution, charter, rule or law.

A meeting of a governmental body subcommittee, which is itself a governmental body, is subject to the Law if a quorum of the subcommittee is present, even if that quorum is not sufficient to constitute a quorum of the parent governmental body.

Example: A school committee with nine members appoints a three-member subcommittee to screen applicants for the position of Superintendent and make recommendations to the full committee. When two or more members of this subcommittee meet together to discuss or deliberate on the matter assigned to it, this is a meeting covered by the Law even though less than a quorum of the full school committee is present.

When quorums of two governmental bodies meet jointly it is a meeting of each governmental body. If only one of the governmental bodies has a quorum present, it is a meeting only of that governmental body.

The Law does not apply to any "chance" or "social" meetings of a governmental body or members of the body at which matters

relating to official business are discussed, so long as no final decision on such business is reached. The Law specifically states that chance or social meetings are not to be used to circumvent the letter or spirit of the Law by treating them as occasions to discuss or act on a matter within the governmental body's jurisdiction, control or advisory power.

Example: Two days after a so called chance or social meeting at which members of a school committee discussed the closing of a school, the school committee convened in an open meeting and without discussion ratified a determination about the closing that had been reached at the earlier "chance" meeting. These facts suggest that the chance or social meeting may have been used in circumvention of the requirements of the Law.

Except for notice requirements, the Law applies to emergency meetings. Emergency is defined as "a sudden, generally unexpected occurrence or set of circumstances demanding immediate action." The emergency in question must be one that relates directly to the functions and responsibilities of the governmental body convening the

meeting; it cannot be an emergency brought on by the needs or requirements of a person or entity not related to the governmental body. In addition, the emergency must be of such a nature that there is not time to wait forty-eight hours (the Law's prescribed notice period) to hold a meeting.

Example: A board of selectmen acting as the local licensing board convenes an emergency meeting because it has just been informed by the potential purchaser of a restaurant that unless the purchaser receives approval of the transfer of a liquor license that day, he will lose his option to purchase. This is not the type of emergency that justifies an emergency meeting because the circumstance calling for immediate action is the private financial interest of the purchaser, not an event or act relating to the licensing board's responsibilities.<sup>9</sup>

Example: A series of severe rainstorms causes the Charles River to flood its banks in a particular town, creating a great potential for serious damage to many homes and businesses in the town. The

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<sup>9</sup>The fact that the clerk of the Board of Assessors walked off the job after an argument does not create an "emergency situation." Pentecost v. Town of Spencer, 29 Mass. App. Ct. 991 (1991).

selectmen call an emergency meeting to discuss what steps should be taken to control the flood and damage. These facts suggest the type of emergency that would justify an emergency meeting.

The Open Meeting Law applies to executive sessions (closed sessions) of a governmental body. As discussed in a separate section of these guidelines, the Law defines when an executive session may be held and what special procedures apply to notice, attendance, minutes, etc.



- **Procedures Required By The Law**

- **Notice of Meetings**

\_\_\_\_\_The meeting notice is to be printed in easily readable type, and is to include the date, time and place of the meeting. The officer calling the meeting is responsible for complying with these filing and posting requirements.

\_\_\_\_\_For each city and town, a notice of every meeting of any governmental body is to be filed with the clerk of the city or town, and the notice or a copy of the notice must be publicly posted in the office of the clerk or on the principal official bulletin board of the city or town at least forty-eight hours (including Saturdays but not Sundays or legal holidays) before the meeting.

For regional school district committees, the secretary of the regional school district is to file the notice of every meeting with the clerk of each city and town included within the district. Each such clerk must post the notice in his or her office or on the principal official bulletin board of the city or town. In addition, the regional school district's secretary must post the notice in his or her office or

on the principal official bulletin board of the district.

For other types of regional or district governmental bodies, the officer calling the meeting is to file notice of the meeting with the clerk of each city and town within the region or district. The clerk must post the notice in his or her office or on the principal official bulletin board of the city or town.

Again, The meeting notice is to be printed in easily readable type, and is to contain the date, time and place of the meeting.

Note: Under the Law, a governmental body may comply with these notice requirements by filing and posting in advance a printed schedule of its future meetings, so long as the day of the week, the time and place of each such meeting is listed, and so long as the governmental body does in fact meet regularly at the scheduled time and place. If such a schedule of future meetings is compiled and posted, there will be no need to file and post a separate notice of each meeting before that meeting is held. On the other hand, a governmental body cannot rely on a pre-filed schedule of meeting days and times to satisfy the Law's notice requirements if in fact it

does not regularly meet at the scheduled times. In such an instance, the filed schedule would provide no real notice at all, since there would be no way for a member of the public to know whether a meeting would or would not be held on a particular scheduled day.

**Disabled Access:** All open meetings of governmental bodies must be accessible to persons with disabilities. Meetings locations must be accessible by a wheelchair, without the need for special assistance. If the town or city hall does not have such space, another location which meets accessibility requirements must be found. Also, sign language interpreters for deaf or hearing-impaired persons must be provided, subject to reasonable advance notice.<sup>10</sup>

**Emergency Meetings:** As indicated above, when there is a need for an emergency meeting, the notice requirements of the Law do not apply. Nevertheless, any governmental body that calls an emergency meeting should give as much public notice as is possible in the circumstances.

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<sup>10</sup>The Massachusetts Commission for the Deaf and Hard of Hearing will assist with arrangements for a sign language interpreter. The Commission is located at 210 South Street, 5th Floor, Boston, MA 02111-2725, and can be reached at 1-800-882-1155.

\_\_\_\_\_ **Example:** A board of selectmen determines on a Tuesday that it must hold an emergency meeting the next evening; the circumstances will not permit waiting a full forty-eight hours. In this situation, the selectmen should immediately file notice of the next day's emergency meeting with the town clerk and the clerk should immediately post the notice in his or her office.

\_\_\_\_\_ **Note:** The protections of the notice requirements of the Law apply to members of the board which is calling the meeting. Notice must be given even if the only subject of the meeting is the conduct of a member of the board calling the meeting.<sup>11</sup>

**Adjourned Meetings:** If it becomes necessary to adjourn or extend a meeting to another time, the Open Meeting Law's notice requirements apply to the adjourned or extended meeting. Therefore it will be necessary to adjourn the meeting to a date that will permit the governmental body to cause notice to be filed and posted at least forty-eight hours in advance unless the circumstances require the adjourned meeting to be an emergency meeting.

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<sup>11</sup>See Pentecost v. Town of Spencer, 29 Mass. App. Ct. 991 (1991).

- **Minutes of Meetings**

**Content:** The Open Meeting Law (as well as the Public Records Law, G.L. c. 66, §5A) requires every governmental body to maintain accurate minutes of all its meetings. At a minimum, minutes must set forth the date, time, and place of the meeting, the identity of the members present or absent, and all "action taken."

The District Attorney has interpreted the term "action taken" to include not only votes and other formal decisions made at a meeting, but also discussion or consideration of issues for which no vote is taken or final determination is made.<sup>12</sup> It would be sound practice to also include in the minutes a summary of each discussion held at the meeting. However, a verbatim record of each discussion is not required. See G.L. c. 66, § 5A. If votes are taken at a meeting, the minutes must record each vote exactly as it occurred. *Id.*

The Law also requires that accurate minutes be maintained for every executive session meeting. The contents of executive session minutes must mirror those required for open session meetings, with

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<sup>12</sup>See *New England Box Co. v. C & R Construction Co.*, 313 Mass. 696, 713 (1943).

one additional requirement: every vote taken in executive session must be recorded in the minutes by "roll call." See below section entitled "Executive Sessions" on the Law's requirements relating to the contents and release of executive session minutes.

If a governmental body keeps in mind that minutes are meant to serve as a record of what was *done* at a meeting and not necessarily all that was *said*, full compliance with the Open Meeting Law's record keeping requirements will likely be assured.

**Form:** The Open Meeting Law contains no provisions regarding the form in which minutes of meetings must be maintained. However, the longevity requirements for record preservation under the Public Records Law, G.L. c. 66, §§ 3-9 require that a governmental body eventually put its minutes into a written form.<sup>13</sup> Such a requirement is also consistent with the Open Meeting Law's policy of providing ready access to legible minutes. For the same reason, typed minutes -- though not required -- are preferable.

Governmental bodies that have adopted the practice of tape

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<sup>13</sup>See Supervisor of Public Records opinion dated July 18, 1989.

recording their meetings should be reminded that they may not rely solely on the tapes to satisfy the record-keeping requirements of the Law. Rather, the cassette tapes should serve as an aid (a desirable one) to the body in preparing its "hard copy" minutes.

The Law is also silent on the issue of how long a governmental body may take to adopt and make available for public inspection its "official" minutes. Nonetheless, by implication the Law requires that such minutes be made available to the public within a reasonable period of time after the conclusion of any given meeting. What is reasonable will depend upon such factors as the length of the meeting in question, the complexity of issues discussed at the meeting, the staffing and workload of the particular body responsible for preparing the final document, and the like. Without establishing a hard and fast rule regarding the timeliness of the preparation of "official" minutes, a time frame of two to four weeks may be considered reasonable under most circumstances.

**Release:** Both the Open Meeting Law and the Public Records Law include provisions which pertain to the release of minutes of

meetings convened by governmental bodies. In general, the minutes of a meeting become public records from the moment they are created. This is true regardless of the form in which they may first appear, i.e., stenographic notes, handwritten notes, or tape recordings. The governmental body may not require that it vote to adopt or approve or release open session minutes before they may be released to the public, even though the minutes may be only in draft form at the time of the request. The body or custodian of the records may, of course, label the notes or cassette tape at the time of the release as being in draft, unofficial, or unapproved form, as may be appropriate.

As public records, minutes must be made available to the public, upon oral or written request, at reasonable times and in a reasonable place. The request must be honored promptly, but no later than ten days from the date of the request. The governmental body must permit the minutes to be either inspected or copied, although it may charge a copying fee as established by the Commonwealth. For more detailed information about the release of minutes, assessment of fees, and the like, consult the Public Records Regulations, 950 CMR 32.00

et seq., promulgated by the Commonwealth.

Release of executive session minutes is discussed under “Procedures” below.

- **Conduct of Meetings**

The Open Meeting Law is clear that all meetings of a governmental body are to be open to the public and any person shall be permitted to attend any such meeting unless the governmental body (1) validly decides to hold an executive session for one of the nine purposes outlined in the Law and (2) follows the prescribed procedures for holding such an executive session.

The Law provides that "No votes taken in open session shall be by secret ballot." G.L. c. 39, §23B, ¶7.

Except when a meeting is held in executive session, any person in attendance may record the meeting with a tape recorder or any other method of sonic reproduction, so long as no active interference with the conduct of the meeting arises as a result of the recording. The Law also allows any person attending an open meeting of a municipal or district governmental body to videotape the meeting

from one or more fixed locations as determined by the governmental body, so long as there is no active interference with the meeting. G.L. c. 39, §23B, ¶8.

\_\_\_\_\_ Note: "Telephone meetings" -- discussion by telephone among members of a governmental body on an issue of public business within the jurisdiction of the body -- are a violation of the Law. This is true even where individual telephone conversations occur in serial fashion.<sup>14</sup>

“Revolving door” meetings, in which a quorum of members participates in serial fashion, are meetings under the Open Meeting Law and must comply with all the Law’s requirements.<sup>15</sup>

With the advent of computers, it has become more common for persons, both at home and at work, to communicate through electronic mail, or “e-mail.” Like private conversations held in person or over the telephone, e-mail conversations among a quorum of members of a governmental body that relate to public business violate

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<sup>14</sup>See Harshbarger v. Board of Selectmen of Lexington, No. 88-3644 (Middlesex Superior Ct. August 18, 1989) (order granting summary judgment).

<sup>15</sup>See Shannon v. Boston City Council, No. 87-5397 (Suffolk Superior Ct. February 28, 1989) (memorandum and order granting summary judgment).

the Open Meeting Law, as the public is deprived of the opportunity to attend and monitor the e-mail “meeting.” Thus it is a violation to e-mail to a quorum messages that can be considered invitations to reply in any medium, and would amount to deliberation on business that must occur only at proper meetings. It is not a violation to use e-mail to distribute materials, correspondence, agendas or reports so that committee members can prepare individually for upcoming meetings.

Insofar as meetings of governmental bodies at the municipal or district level are concerned, the Law specifies that no person may address a meeting of the governmental body without permission of the presiding officer, and that all persons shall be silent at the request of the presiding officer. If a person persists in disorderly behavior in such a meeting after warning from the presiding officer, the officer may order him or her to withdraw from the meeting. If the disorderly person does not withdraw, the presiding officer may order a constable or another person to remove the offender and confine him or her in some convenient place until the meeting is adjourned.



- **Executive Sessions**

- **Definitions**

An executive session is defined in the Open Meeting Law as "any meeting of a governmental body which is closed to certain persons for deliberation on certain matters." The Law defines nine specific purposes for which an executive session may be held, often referred to as "exemptions" from the open meeting requirement, and emphasizes that this list of nine is an exclusive one.

- **Purposes**

The nine purposes or exemptions for which a governmental body may vote to hold an executive session are:

- (1) To discuss the "reputation, character, physical condition or mental health rather than the professional competence" of a particular individual.**

This purpose is designed to protect the rights and reputation of individuals. Some of the concepts included here -- physical condition, mental health -- are clear; others are less so. It is difficult, for example, to draw any bright lines between "professional competence" on the

one hand, and "reputation" or "character" on the other. Nevertheless, it appears that at least in the case where a governmental body is considering applicants for a professional job position, the discussion would center on "professional competence" and could not be conducted in an executive session on the basis of this exception.<sup>16</sup>

The Law affords certain rights, discussed in exemption (3) below, to the individual who is the subject of the discussion at an executive session called for the purpose described here.

**(2) To consider the discipline or dismissal of, or to hear complaints or charges brought against, a public officer, employee, staff member, or individual.**

Again the purpose of this exception is to protect individual rights, as well as to promote the public interest in efficient personnel management. While the proposed imposition of disciplinary sanctions by a governmental body on an individual calls forth this section, the section does not apply if, for example, the governmental body is laying

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<sup>16</sup>It is possible that another of the Law's exemptions would apply in certain cases. See Sections (7) and (8) below.

off a large number of employees because of budgetary constraints.<sup>17</sup>

As is true of the first purpose, an executive session called for this second purpose triggers certain rights on the part of an individual who is the subject of the discussion. See exemption (3) below. The individual's rights to have his or her dismissal considered at an open meeting takes precedence over the general right of the governmental body to go into executive session to consider collective bargaining matters.<sup>18</sup>

The subject of a complaint being discussed or considered in executive session has the right to receive notice of and be present during executive session, however the complainant has no such right.<sup>19</sup> In addition, the subject of the complaint is permitted to have counsel present “for the purpose of advising said individual and not for the purpose of active participation” in said executive session. G.L. c. 39, § 23B (2)(b).

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<sup>17</sup>See Doherty v. School Committee of Boston, 386 Mass. 643 (1982).

<sup>18</sup>See Bartell v. Wellesley Housing Authority, 28 Mass. App. Ct. 306 (1991).

<sup>19</sup>See Wisniewski, et al., v. Board of Selectmen of the Town of West Brookfield, (Mass. Super. 2001).

**(3) To discuss strategy with respect to collective bargaining or litigation, if an open meeting may have a detrimental effect on the bargaining or litigating position of the governmental body; to conduct strategy sessions in preparation for negotiations with non-union personnel; and to conduct collective bargaining sessions or contract negotiations with non-union personnel.<sup>20</sup>**

- **Collective bargaining strategy:**

Discussions with respect to collective bargaining strategy include discussions of proposals for wage and benefit packages or working conditions for union employees. The governmental body must show -- and, if challenged, carries the burden of proving -- that an open meeting might have a detrimental effect on its bargaining position to justify an executive session on the basis of this exemption. The showing that must be made is that the open discussion might

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<sup>20</sup>The clause which permits executive session discussion of strategy regarding contract negotiations with non-union personnel was added by an amendment to the law passed in 1988; the clause permitting executive session negotiations with non-union personnel was enacted in 1985.

have an adverse impact on the collective bargaining process; the body is not required to demonstrate or specify a definite harm that would have arisen.

Note: Since the governmental body must determine that an open meeting may have a detrimental impact on its bargaining position in order to convene an executive session under this purpose, it is a good practice to state on the record that a possible adverse impact might occur when the executive session is proposed and voted on.

- **Litigation strategy:**

Discussions concerning strategy with respect to ongoing litigation obviously fits within this purpose, but again only if an open meeting may have a detrimental effect on the litigating position of the governmental body. Discussions relating to proposed litigation are not covered by this exemption unless that litigation is clearly and imminently threatened.<sup>21</sup> That a person is represented by counsel and supports a position adverse to the governmental body's does not mean

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<sup>21</sup>See District Attorney For The Plymouth District v. Board of Selectmen of School Committee of Boston, 17 Mass. App. Ct. 346, 352 (1983).

litigation is imminently threatened. Nor does the fact that a newspaper reports a party has threatened to sue mean imminent litigation.

Note: A governmental body's discussions with town counsel do not automatically fall under this or any other exception.

- **Collective bargaining sessions:**

These include not only the bargaining sessions but also include grievance hearings that are called for under a negotiated collective bargaining agreement.<sup>22</sup>

- **Contract negotiations with non-union personnel; strategy sessions to prepare for such negotiations:**

The 1985 and 1988 amendments to the Open Meeting Law make clear that a governmental body of a municipality or district may enter into executive session to conduct strategy sessions in preparation for, and to conduct, contract negotiations with non-union personnel. See note 15 above.

**(4) To discuss the deployment of security personnel or**

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<sup>22</sup>See Ghiglione v. School Committee of Southbridge, 376 Mass. 70 (1978).

**devices.**

Self explanatory.

**(5) To investigate charges of criminal misconduct or to discuss the filing of criminal complaints.**

On the surface this exemption seems easily defined, but in fact the distinction between this exemption and the second exemption described above (to consider the discipline or dismissal of or charges brought against an individual) is not clear. In a close case it is preferable for a governmental body to convene the executive session under the second exemption in order to better protect the rights of the individual involved.

**\_\_\_\_\_ (6) To consider the purchase, exchange, lease or value of real property, if an open discussion may have a detrimental effect on the negotiating position of the governmental body with a person, firm, or corporation.**

Under this purpose, as with the collective bargaining and litigation purpose, the governmental body must show that an open

meeting might have an adverse impact on the body's negotiating position with a third party.<sup>23</sup> See exemption (3) above. Thus, once the purchase, exchange, lease or other transaction is completed this exemption may no longer be used.

**(7) To comply with the provisions of any general or special law or federal grant-in-aid requirements.**

There may be provisions in certain statutes which require that a governmental body consider a particular issue in a closed session.

Additionally, as the following section discusses, where exemption (8) does not apply, exemption (7) may nevertheless apply to the initial stage of a hiring process.

**(8) To consider and interview applicants for employment by a preliminary screening committee or a subcommittee appointed by a governmental body if an open meeting will have a detrimental effect in obtaining qualified applicants; provided,**

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<sup>23</sup>Allen v. Bd. of Selectmen of Belmont, 58 Mass. App. Ct. 715, 719-720 (2003), discussing inapplicability of exemption if a party with whom the governmental body is negotiating is present at the executive session.

**however, that this clause shall not apply to any meeting, including meetings of a preliminary screening committee or a subcommittee appointed by a governmental body, to consider and interview applicants who have passed a prior preliminary screening.**

This amendment applies only to municipal and district governments. It permits a hiring subcommittee of a governmental body or a preliminary screening committee to conduct the initial screening process in executive session if an open meeting will have a detrimental effect on the governmental body's ability to attract qualified applicants. The amendment does not apply to any stage in the hiring process after the screening committee or subcommittee votes to recommend a candidate or candidates to its parent body.<sup>24</sup>

Note: The new exemption (8) does not apply to screening by a governmental body itself. It applies only to a special committee or subcommittee. A governmental body which itself engages in a hiring

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<sup>24</sup>Gerstein v. Superintendent Search Screening Committee, 405 Mass. 465, 472 (1989).

process may nevertheless be able to convene in executive session pursuant to the "other laws" exemption discussed above in exemption (7).

Example: A school committee is seeking to fill an opening for the position of superintendent of schools. It has received 100 applications in response to its advertisements; some of those responding expressly stated that they wished their applications to remain confidential. G.L. c. 214, §1B, a statute wholly independent and separate from the Open Meeting Law, protects an individual's right to privacy against unreasonable, substantial or serious invasion. It may constitute an unreasonable or serious invasion of these applicants' statutory right to privacy for the school committee to identify them by name and discuss their applications in an open meeting at the initial screening stages; if so, the discussion would be required to be held in an executive session. (Note, however, that the school committee would bear the burden of proving that the statutory privacy right of the applicants warranted the executive session.) As the committee's selection process continues and the list of applicants is

narrowed, however, the privacy rights of the individuals still under consideration recede in comparison to the public's right to know who the school committee is seriously reviewing for the post. At least by the time the school committee (or a screening subcommittee of the school committee) has selected a list of semi-finalists, if not before, it is unlikely that the rights of privacy on the part of such persons would require or authorize an executive session to discuss them.<sup>25</sup>

The semi-finalist applicant who asserts a right to privacy under G.L. c.214, §1B must make a particularized showing that releasing his or her name to the public or conducting the interview in public would unreasonably, substantially, or seriously interfere with the applicant's right to privacy. Further, where a governmental body accedes to the semi-finalist's request for privacy, it will be incumbent upon the governmental body, should its actions later be challenged, to make an adequate showing that an open interview or public disclosure of the applicant's name would unreasonably, substantially, or seriously interfere with the applicant's privacy rights.

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<sup>25</sup>See Attorney General v. School Committee of Northampton, 375 Mass. 127 (1978).

\_\_\_\_\_Note: Under a ruling of the Supervisor of Public Records, SPR 82-219, the names of the initial applicants for the superintendent's position would not appear to be a public record, and would not be required to be included in the minutes of any meeting, whether open or closed, in which the applicants were discussed. However, in SPR 84-66 the Supervisor of Public Records ruled that the list of finalists' names are public records. Although the Supervisor's opinion addressed only the required release of finalists' names, the reasoning of the opinion suggests that the names of semi-finalists would also be considered a public record subject to release to the public upon request.

- (9) To meet or confer with a mediator, as defined in section twenty-three C of chapter two hundred and thirty-three, with respect to any litigation or decision on any public business within its jurisdiction involving another party, group or body, provided that: (a) any decision to participate in mediation shall be made in open meeting session and the**

parties, issues involved and purpose of the mediation shall be disclosed; and (b) no action shall be taken by any governmental body with respect to those issues which are the subject of the mediation without deliberation and approval for such action at an open meeting after such notice as may be required in this section.

- **Rights of Individuals**

When a governmental body holds an executive session to discuss an individual's reputation, character, physical condition or mental health (exemption (1)), or to consider disciplinary sanctions against an individual (exemption (2)), the Open Meeting Law affords the individual concerned the following rights:

- to be present at the executive session during discussions or considerations involving the individual;
- to have counsel, or another representative of his or her own choosing, attend the session with the individual, to advise the individual, but not to participate actively in the

executive session;

- to speak in his or her behalf;
- to receive written notice at least forty-eight hours in advance of the proposed executive session;
- to request that the meeting be open rather than closed.

Note: There may be situations where a governmental body is authorized, under a separate statute, to insist that the meeting be closed. See “Coordination With Other Laws” below.

- **Procedures**

**Notice:** No executive session may be held unless and until an open meeting of the governmental body, for which proper notice was given, has first convened. Written notice of a proposed executive session that will involve the discussion or consideration of an individual (see exemption (3) above) must be given to that individual at least forty-eight hours in advance.

**Convening:** Once an open meeting has been duly convened, to then convene an executive session a majority of the members of the governmental body must vote to go into the session; the vote of each

member must be recorded on a roll call vote and entered in the minutes of the meeting.<sup>26</sup> In addition, the presiding officer must cite for the record the purpose (or purposes if there are more than one) of the executive session, and whether the governmental body will reconvene in an open meeting after the executive session is over.<sup>27</sup>

**Minutes:** Minutes or an equivalent record of every executive session must be kept. In terms of content, such minutes mirror those required for open meetings: they must set forth the date, time, place, members present or absent, and the action taken. (See “Minutes of Meetings” above for a discussion of these requirements.) As with open session minutes, written minutes (preferably typed) are required. Unlike the case with open sessions, however, members of the public have no right to tape record or videotape executive sessions. In addition, minutes of executive sessions must include a record of every vote taken. All such votes must be recorded roll call votes.

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<sup>26</sup>See District Attorney for the Northwestern District v. Board of Selectmen of Sunderland, 11 Mass. App. Ct. 663, 665-666 (a single vote to enter executive session, with two abstentions, could not constitute a quorum of a majority of a three-member board), further appellate review denied, 383 Mass. 892 (1981).

<sup>27</sup>See Witwicki v. Beverly School Committee, No. 92-3038 (Essex Superior Court, Decision and Order, January 14, 1993).

**Release of Minutes:** The minutes or record of every executive session become public records from the moment they are created; however, such minutes "may remain secret as long as publication may defeat the lawful purposes of the executive session, but no longer" (emphasis supplied). G.L. c. 39, §23B, ¶7. Generally, the decision when to release the minutes of an executive session is up to the members of the governmental body. Each body should, however, adopt a policy which requires that unreleased executive session minutes will be reviewed on a regular basis. Such a policy will help ensure that closed session minutes are kept secret only as long as needed and as authorized under the Law.

- **Coordination With Other Laws**

In its application to municipalities and districts, the Open Meeting Law's provisions are in force only to the extent that they are not inconsistent with express provisions of any other general or special law. G.L. c. 39, §24.



- **Enforcement**

- **In General**

The Open Meeting Law states that the District Attorney for the county in which any violation of the Law occurs is to enforce the Law's provisions. The Attorney General is charged with the enforcement of the state Open Meeting Law.

- **Legal Proceedings**

Three or more registered voters, as well as the Attorney General or the District Attorney may bring suit to enforce the Open Meeting Law by filing a complaint in the Superior Court or the Supreme Judicial Court alleging a violation of the Law by any governmental body. Such a suit is to be heard with a shortened notice period of ten days, and to be determined in speedy fashion. The body charged with violating the Law carries the burden of proving that the violation(s) alleged did not occur, and must do so by a preponderance of the evidence.

- **Remedies**

\_\_\_\_\_ **Prospective Relief:** On proof in such a suit that a

governmental body or any of its members have violated any provision of the Open Meeting Law, the court may enter an order requiring compliance with the Law at future meetings. Independent of a formal lawsuit, the District Attorney may also seek to enforce the Law by directing governmental bodies in appropriate circumstances to comply fully with the provisions of the Law in the future.

**Other Relief:** In addition, the court may enter an order invalidating any action taken at any meeting in which the Law has been violated, provided the complaint is filed within twenty-one days of the date the action was made public. The court may further require records of any meeting held in violation of the Law to be made public unless it determines that secrecy of the records should be maintained.

Such order may also include a civil fine against the governmental body in an amount no greater than one thousand dollars for each meeting held in violation of this section.

The Court has held that it is not necessary to reprimand a governmental body which has admitted to violations of the Open Meeting Law when the governmental body subsequently took

appropriate action to correct those violations.<sup>28</sup>

Finally, the Law specifies that these remedies are not exclusive, and all other available remedies are still operative.

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<sup>28</sup>See Benevolent & Protective Order of Elks, Lodge 65, et al. v. Planning Board of Lawrence, et al., 403 Mass. 531, 531 N.E.2d 1233 (1988).

