

Registration Information Public Safety Union Leadership

January 29-31, 2020
The Flamingo, Las Vegas

Registration Visit us at www.LRIS.com, email us at info@LRIS.com or call us at (503) 282-5440.

Fees Registration fees are \$795 per person; \$695 per person if three or more attend from the same organization. Registration fees include attendance, lunch on the first two days of the seminar, all seminar materials, and a hospitality reception on the first evening.

Cancellation Policy Reservations may be canceled up to ten days prior to the seminar with a full refund. Cancellations made within ten days are subject to a \$150 fee. Substitutions may be made at any time.

HOTEL INFORMATION

To make arrangements, use the link on the seminar tab at www.LRIS.com or call the hotel directly and request the group rate for this seminar. A limited number of rooms are available at these rates on Friday and Saturday nights, so book early if you plan to stay over. Reservations must be made by January 7, 2020. Reservations received after this date will be on a space-available basis only and at the prevailing rate.

The FLAMINGO

3555 Las Vegas Blvd. South
Las Vegas, NV 89109

For the Flamingo, use Group Code SFPUB0. Room rates Tuesday through Thursday nights are \$89 per night, plus a \$35 per room, per night resort fee and 13.38% tax. Rates Friday and Saturday nights are \$169 plus resort fee and tax.

LINQ HOTEL

(adjacent to The Flamingo)
3535 Las Vegas Blvd. South
Las Vegas, NV 89109

For the LINQ, use Group Code SQPUB0. Room rates Tuesday through Thursday nights are \$69 per night, plus a \$35 per room, per night resort fee and 13.38% tax. Rates Friday and Saturday nights are \$149 plus resort fee and tax.

SEMINAR MATERIALS

Each attendee will receive a copy of *Running A Public Safety Union*, by Rob Heun, and a handbook containing extensive written materials pertaining to each of the subjects addressed.

P.O.S.T. CERTIFICATION

Peace Officer Standards and Training (P.O.S.T.) credits may be available on a state-by-state basis. If you would like information on your state, please contact Seminar Coordinator Claire Cowan at (503) 282-5440 or Claire@LRIS.com prior to the seminar.

CLE CERTIFICATION

LRIS has been approved as a CLE provider by the State Bar of California. This program will qualify for 12.5 hours of MCLE credit by the State Bar of California. If you require certification from any other state, please contact Seminar Coordinator Claire Cowan at (503) 282-5440 or Claire@LRIS.com prior to the seminar.

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A three-day seminar for all law enforcement agencies and labor organizations, personnel directors, and attorneys involved in public sector labor relations.

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PUBLIC SAFETY UNION LEADERSHIP

STRATEGIES, TIPS & INSIGHTS



January 29-31, 2020

The Flamingo
Las Vegas, Nevada

"I've spent 33 years in the business of labor representation, in many capacities, yet I always benefit from LRIS seminars."

Daniel Reynolds, Federation of Public Employees, Plantation, FL



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AT A GLANCE

- » Running A Public Safety Union After The *Janus* Decision
- » Developing A Communications Plan
- » Social Media 101
- » How To Prepare A Member For A Disciplinary Interview
- » Mobilize Your Membership On Political Issues

WEDNESDAY, JANUARY 29, 2020

9:00 Introduction And Recent Developments

Recent developments from around the country in the area of public safety labor relations. Basic principles regarding the law and public safety unions, including the source of union rights and responsibilities.

Will Aitchison, Attorney at Law, Public Safety Labor Group, LLP; Executive Director, LRIS.

10:00 The Post-*Janus* World

- What is the *Janus* decision, what did it hold, and why?
- *Janus* as an ongoing political effort. Post-*Janus* efforts by the Freedom Foundation, Americans for Progress, and Mackinac Center to convince public union members to quit their unions and to harm unions financially.
- In the absence of legislative changes, what are the confines of a union's duty of fair representation to non-members?
- What isn't flexible under *Janus* without statutory changes; the duty to represent non-members in negotiations.
- Amending bargaining statutes to entirely except non-members from the duty of fair representation.
- What is flexible under *Janus*, perhaps even without statutory changes; a pay-to-play system for grievance and disciplinary representation.
- Sample pay-to-play systems.
- Control of precedent if non-members have access to the grievance procedure.
- Dealing with the non-member who, facing disciplinary action, wants to join the union.
- Post-*Janus* union messaging to members.
- The need to rewrite labor contracts and bylaws to accommodate *Janus*.

Will Aitchison; Jeremy Conkling, President, Anchorage Police Dept. Employees Assoc. (APDEA); Angie Fraize, Vice President, APDEA; and Mike Bellamy, District Vice President, Florida Professional Firefighters.

11:00 Basic Communication Skills Every Union Leader Needs To Master

- Developing a communications plan.
- Social media 101; what every union needs to do (and avoid).
- Press releases and newspaper editorials.
- Media interviews; what to say and what to avoid.

- How to use press conferences to get your message out.
- Controlling the narrative of a story through the use of social and traditional media.
- Basic tips on public speaking.
- Crisis communication.
- Public outreach programs, including day-in-the-life training and videos.
- A critique of video and other messaging by public safety unions.

Will Aitchison, Jeremy Conkling, Angie Fraize and Mike Bellamy.

12:00 Lunch (Included in registration)

1:00 Basic Communication Skills Every Union Leader Needs To Master (continued)

3:00 Walk A Mile In Our Shoes

- How to design and implement a program to educate politicians, advocacy groups, the media, and citizens in the work challenges faced by public safety employees.

Will Aitchison, Jeremy Conkling, Angie Fraize and Mike Bellamy.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, JANUARY 30, 2020

9:00 Constitution And Bylaws

- Running an effective union meeting. How often, how long, and what should be on the agenda.
- The types of union elections, and how to avoid problems. The special consideration needed for contract ratification votes. Online balloting – does it work?
- The different forms of membership in a union, including full members, fair share members, and associate members. What are the union's obligations to each?
- The duties of union officers.
- When and how committees should be formed, and who should be appointed.

Anil Karia, Attorney at Law, Public Safety Labor Group, LLP; Will Milam, President, Prince George's Co. (MD) FOP Lodge 112; Gabe DeBay, President, Shoreline (WA) Fire Fighters, IAFF Local 1760; and Steve Steinberg, President, Clackamas County (OR) Peace Officer's Association.

11:00 Finances and Fundraisers

- Sound financial protocols – what procedures does a union need to have in place in order to safeguard the union's funds?
- The options for dues structures, including membership assessments and initiation fees.
- Should a public safety union have outside fundraisers? If so, how to research and monitor the activities of a fundraiser.
- Basic financial reporting to the membership – how to construct budgets and financial statements.
- When are audits necessary?

Anil Karia, Will Milam, Gabe DeBay, and Steve Steinberg.

12:00 Lunch (Included in registration)

1:00 Finances and Fundraisers (continued)

2:00 Political Activity By Public Safety Unions

- How the Las Vegas Police Protective Association accomplished the most significant amendments to a bill of rights in years.
 - The use of social media in political efforts.
 - Mobilizing the membership on political issues.
 - Media campaigns – what works and what doesn't work.
- Anil Karia, Will Milam, Gabe DeBay, Steve Steinberg and Steve Grammas, President, Las Vegas Police Protective Association.*

4:00 Adjournment

FRIDAY, JANUARY 31, 2020

8:30 Representing A Member In A Disciplinary Interview

- Obtaining information about the employer's ongoing investigation.
 - The basic rules to follow to be an effective witness.
 - Counseling the member during the interview.
 - Follow-up work after the interview.
 - The tests for just cause for discipline, including progressive discipline, mitigating circumstances, and disparate treatment.
 - The *Garrity* and *Weingarten* rules and how they apply in disciplinary investigations and critical incidents.
- Will Aitchison; Barry Donelan, President, Oakland (CA) Police Officers' Association; and Sean Burrows, President, Alameda County (CA) Firefighters, IAFF Local 55.*

What Attendees Of Previous LRIS Seminars Think:

- » "An absolute must-take class for anyone in law enforcement, as well as all union officials." Tyson Jones, Corrections Officers Benevolent Assoc., East Elmhurst, NY
- » "Such fantastic training. Looking at making this an annual training event for my guild leadership." Douglas Doss, Richland Police Dept., Richland, WA
- » "Awesome seminar. The panelists were knowledgeable, engaging, and very professional." Sherrice Carpenter, Prince George's Co. FOP Lodge 89, Lothian, MD
- » "Materials and presenters are the best I have experienced in 16 years of law enforcement. Every association should send their officers!" Jim Knowlton, Salinas POA, Salinas, CA
- » "I enjoyed the panel format where different opinions could be provided, including opposing views." Mark Vickers, SHOPO, Honolulu, HI