

## Registration Information Collective Bargaining For Public Safety Employees

March 4-6, 2020  
The Flamingo, Las Vegas

**Registration** Visit us at [www.LRIS.com](http://www.LRIS.com), email us at [info@LRIS.com](mailto: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](http://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 February 11, 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 SFCOB0. Room rates Tuesday through Thursday nights are \$69 per night, plus a \$35 resort fee and 13.38% tax. Rates Friday and Saturday nights are \$155 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 SQCOL0. Room rates Tuesday through Thursday nights are \$59 per night, plus a \$35 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 *Public Sector Collective Bargaining*, by Will Aitchison, 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](mailto: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](mailto:Claire@LRIS.com) prior to the seminar.

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# COLLECTIVE BARGAINING FOR PUBLIC SAFETY EMPLOYEES

Las Vegas, NV  
March 4-6, 2020

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

"All the presenters have a wealth of knowledge and experience and passed it on in a fun and entertaining way."

Glenn Theobald, Martin Co. Sheriff's Office, FL



# COLLECTIVE BARGAINING FOR PUBLIC SAFETY EMPLOYEES



March 4-6, 2020

The Flamingo  
Las Vegas, Nevada

"The subject matter and content of the Collective Bargaining seminar was excellent. The speakers provided great tactics and strategies for negotiating contracts and defending/protecting current contracts. I wish I'd attended this seminar a decade ago."

Zach Lewis, Sioux City Police Officers Association, IA



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## AT A GLANCE

- » The Nuts And Bolts Of Bargaining
- » Assessing An Employer's Ability To Pay
- » Impacts Of The *Janus* Decision On Bargaining
- » What Can Be Negotiated?
- » Past Practices And Management Rights

### WEDNESDAY, MARCH 4, 2020

#### 9:00 Introduction And Recent Developments In Law Enforcement Labor Issues

Recent developments from around the country in the area of public safety labor relations, including a review of pending or recent changes in state public sector bargaining laws.

- A review of wage and benefit settlements over the last six months in public safety agencies.
- The new world of social media discipline.
- Phones, flash drives, GPS trackers, and other electronic equipment.
- How the privacy rights of employees depend upon the circumstances.

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

#### 10:30 Life In The Post-*Janus* World

- What is the *Janus* decision, what did it hold, and why?
- Does a union have a duty to represent non-members? If so, in what forums?
- Pay to play systems.
- What have been the practical impacts of *Janus*.

*Will Aitchison.*

#### 11:00 What Is Negotiable And Why

- What are the sorts of wages, hours, and working conditions that are mandatory for bargaining?
- The difference between bargaining over an employer's decision and bargaining over the impacts of the decision.
- Hot negotiations issues: including equipment such as GPS systems and body cameras, workplace safety, staffing, communicable disease policies, health care, work schedules, etc.

*Will Aitchison.*

#### 12:00 Lunch (Included in registration)

#### 1:00 Past Practice, Management Rights, And Maintaining The Status Quo

- How the obligation to bargain over mandatory subjects of bargaining can limit an employer's ability to respond to fiscal challenges.
- The topics that may be mandatory for bargaining that are also an employer focus in difficult economic times, including layoffs, shift scheduling, furloughs, staffing levels, delayed or foregone wage increases, and benefit adjustments.
- The process by which mid-term bargaining occurs and is resolved.
- Management rights and maintenance of benefits clauses.

*Will Aitchison.*

#### 3:00 Bargaining In Today's Economic Environment: Trends And Basic Principles

- A review of national economic projections, including projections for the Consumer Price Index and other national indices that impact an employer's ability to pay.
- Current projections for increases in medical costs.
- The different strategies taken by public safety employers and unions in bargaining in difficult times.

*Will Aitchison.*

#### 4:00 Adjournment

#### 4:15 Hosted Reception

### THURSDAY, MARCH 5, 2020

#### 9:00 The Nuts & Bolts Of Bargaining, Bargaining Strategies, And Media Relations

A thorough discussion of the mechanics of collective bargaining.

- Preparing and maintaining a bargaining strategy.
- Keeping a contract notebook.
- Preparing for the meet-and-confer process.
- The composition of the bargaining team and the roles played by different bargaining team members.
- How one goes about proving bargaining history.

- Selecting comparable jurisdictions and total compensation analysis, including cost of living, workload and productivity, local labor markets, cross-classification analysis, and other topics which are raised in an assessment of wages and benefits.
- The significance of a tentative agreement.
- The different types of bargaining concessions that are occurring, including furloughs, retirement adjustments, wage freezes and reductions, and health insurance changes.
- Non-economic benefits in exchange for economic concessions. Is the traditional structure still in place?
- Dealing with constituencies – union members and elected officials – during difficult economic times.
- The increased focus on politics and media relations, and the implications of getting the public involved in the bargaining discussion.

*Jonathan Downes, Attorney at Law, Zashin & Rich.*

*Robert Wexler, Attorney at Law, Rains Lucia Stern McPhalle & Silver.*

#### 12:00 Lunch (Included in registration)

#### 1:00 The Nuts & Bolts Of Bargaining (continued)

#### 4:00 Adjournment

### FRIDAY, MARCH 6, 2020

#### 8:30 How Arbitrators Analyze Ability To Pay Issues

- The various factors taken into account by an arbitrator in assessing an employer's ability to pay.
- How things such as available revenue sources, taxing limits, involvement of the union in the budgeting process, public safety budget priorities, and contingency funds play a part in an arbitrator's decision on the ability to pay.
- A discussion of whether a finding of inability to pay ends an arbitrator's analysis, or is one of many factors considered by an arbitrator in awarding wage and benefit adjustments.

*Dave Gaba, Attorney at Law, Compass Law Group.*

#### 11:30 Adjournment

### What Attendees Of Last Year's Collective Bargaining Seminar Think:

- » "This was the best all around public sector labor conference ever! LRIS provides an overwhelming amount of great information and ideas for us to use in our own bargaining. The information was balanced between labor and management. Comments were reality based and laced with humor." Mary Malicki, Clark Co. Sheriffs Support Guild, WA
- » "What a great training. The presenters were thorough, engaging and well-organized." Stephen Daffron, Jackson Co. Sheriffs Employees Association, OR
- » "Lots of great information and feedback. Excellent way to network and hear about trends around us." Anthony Rich, St. Clair Shores Police Officers Association, MI
- » "Awesome as always. Topnotch information. We will continue to send people to your seminars!" Sky Dwinell, East Fork Professional Firefighters, NV
- » "Another excellent seminar. This was my third LRIS training and it may have been the most relevant to me. I enjoyed the format and the material presented." Dan Haney, Oklahoma FOP Labor Council, OK