

## Registration Information The Rights Of Police Officers

June 17-19, 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 May 26, 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 SFROPO. Room rates Tuesday through Thursday nights are \$89 per night, plus a \$35 resort fee and 13.38% tax. Rates Friday and Saturday nights are \$165 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 SQROPO. 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 \$149 plus resort fee and tax.

### SEMINAR MATERIALS

Each attendee will receive a copy of *The Rights of Law Enforcement Officers* (8th Ed.), 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) at least 30 days prior to the seminar.

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# THE RIGHTS OF POLICE OFFICERS



June 17-19, 2020

The Flamingo  
Las Vegas, Nevada

*"I try to attend a labor conference every few years. This LRIS seminar is the best I've attended. Thank you!"*

Craig Black, North Salt Lake Police Department, UT

## THE RIGHTS OF POLICE OFFICERS Las Vegas, NV June 17-19, 2020

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

*"I'm a union representative and recent law school graduate. This is the area of law I want to practice, and this seminar solidified that."*

Daniel Carr, Albuquerque Police Officers Association, NM



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## AT A GLANCE

- » Recent Legal Developments in Law Enforcement
- » Discipline for Social Media
- » Collective Bargaining Strategies and Tactics
- » Freedom of Speech Issues for Police Officers
- » FLSA, *Garrity*, *Brady*, *Miranda*, *Weingarten* & *Loudermill*

## WEDNESDAY, JUNE 17, 2020

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

Recent developments from around the country in the area of public safety labor relations.

- The aftermath of the *Janus* decision, and strategies taken by unions and employers in “right to work” environments.
- A review of national trends on wages and benefits, the impact on wages of the national police recruiting crisis, and the evolution of thinking on police-fire parity.
- The swirl of litigation around cell phones. The privacy rights officers have (or do not have) in their personal cell phones, employer-issued cell phones, and personal cell phones for which the employer pays a subsidy. How public records laws may make personal cell phone records subject to disclosure.
- The evolving caselaw on whether body camera policies are negotiable, and what the evidence is showing about how body cameras influence (if at all) metrics such as the use of force, citizen complaints, and officer injuries.
- Conflicting decisions from the courts as to what types of physical fitness standards are permissible for law enforcement officers, and how the ADA, the FMLA, and other federal laws interact to create privacy rights for officers’ medical information.
- What’s happening with the FLSA? A review of FLSA litigation involving numerous law enforcement agencies. How the FLSA demands the overtime rate be calculated, including the treatment of premium pay, specialty pay, incentive pay, and shift differential.

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

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

### 1:00 *Garrity, Brady, Miranda, Weingarten, and Loudermill*

- The five essential rules of disciplinary procedure, and where and how they apply.
- The *Garrity* rule in internal affairs investigations, critical incidents, and day-to-day interactions between management and labor.
- The national pushback against what are perceived to be the overly harsh interpretations of *Brady*, and how police administrators, the courts, arbitrators, and state legislatures have altered decision-making on dishonesty issues.
- The right to representation under the *Weingarten* rule, and whether witnesses have the right to representation in internal affairs interviews. What the union representative can and cannot say and do when representing a member.

*Will Aitchison.*

### 4:00 Adjournment

### 4:15 Hosted Reception

## THURSDAY, JUNE 18, 2020

### 9:00 Just Cause For Discipline, And The Particular Issue Of Social Media

- A review of the 12 tests for just cause for disciplinary action.
- Progressive discipline, mitigating circumstances, and the employer’s burden of proof in discipline cases.
- The need for clarity in an employer’s rules.
- The “disparate treatment” defense, and the relevance of past practice in similar cases.
- The emerging rules of discipline for off-duty and on-duty use of social media. Labor board decisions on the potentially protected status of social media communication.

*Anil Karia, Attorney at Law, Public Safety Labor Group, LLP.*

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

### 1:00 Collective Bargaining

- The topics which are mandatory for negotiation.
- Strategies and tactics for negotiations. How to prepare, the composition of the bargaining team, and the development of negotiation themes.
- The scope of a union’s duty of fair representation, and when and how a union may be obligated to consider representing either a member or a non-member.
- The most common employer and union unfair labor practices.
- What amounts to illegal discrimination on the basis of union activity?

*Ben Albrecht, Attorney at Law, Fishel Downey Albrecht & Riepenhoff.*

### 4:00 Adjournment

## FRIDAY, JUNE 19, 2020

### 8:30 Freedom Of Speech And The Right To Privacy

- A police officer’s freedom of speech and privacy rights.
- When is off-duty speech protected and when may an employer regulate the speech through its disciplinary rules?
- A review of the trends with respect to such issues as drug testing, residency rules, sick leave confinement policies, speech criticizing the performance of the department or its supervisors.
- Political activities by police officers.

*Mark Meyerhoff, Attorney at Law, Liebert Cassidy Whitmore.*

### 11:30 Adjournment

### What Attendees Of Last Year's Rights of Police Officers Seminar Think:

- » “Great seminar that was not one-sided, but almost pushed good relationships instead of creating turmoil between the union and management.” Larry Seymour, Prineville Police Department, OR
- » “The seminar materials tell me we are on the right track. There were some interesting points that produced discussion and thoughts about different ways of doing things.” Craig Honeycutt, Monroe Police Department, LA
- » “This seminar was great! Very informative and the speakers were very knowledgeable.” Stephanie Lopez, Albuquerque Police Officers Association, NM
- » “As a new union representative, I feel I learned quite a bit during each session. I would recommend this training to all new reps.” Tim Artoff, Grants Pass Police Association, OR
- » “I just joined my union board. Your seminar was a perfect introduction to the issues and processes. Your handouts with presenter biographies really spoke to their authority on the topics. Very impressive.” Jordan Hilton, Association of Professional Police Officers, Aurora, IL