

## Registration Information Advanced Course In Police Discipline

November 18-20, 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 October 28, 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 SFACPO. Room rate Tuesday night is \$125, Wednesday and Thursday nights are \$72 per night, plus a \$35 per room, per night resort fee and 13.38% tax. Rates Friday and Saturday nights are \$135 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 SQACPO. Room rates Tuesday through Thursday nights are \$79 per night, plus a \$35 per room, per night resort fee and 13.38% tax. Rates Friday and Saturday nights are \$155 plus resort fee and tax.

### SEMINAR MATERIALS

Each attendee will receive 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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# ADVANCED COURSE IN POLICE DISCIPLINE

Las Vegas, NV  
November 18-20, 2020

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

"Great conference as usual. Many ideas that I can use immediately or are food for thought in future contract negotiations."  
Rich Aguilar, FOP Lodge 7, Chicago IL



## ADVANCED COURSE IN POLICE DISCIPLINE ESSENTIAL TRAINING IN CHANGING TIMES



November 18-20, 2020  
The Flamingo  
Las Vegas, Nevada

*"As always, Will and his staff put on a great seminar. The presenters were all well-versed on union and management positions and offered excellent examples of past cases to underscore issues."*

Richard McCann, Nevada Association of Public Safety Officers



Portland, OR 97232-1810  
(503) 282-5440

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## AT A GLANCE

- » Political Pressures And The Disciplinary Process
- » Privacy, First Amendment Rights And Social Media
- » Changing Perspectives On Body Cameras
- » *Garrity, Weingarten, Brady And Miranda*
- » Overview Of An Officer's Procedural Bill Of Rights Act

### WEDNESDAY, NOVEMBER 18, 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 laws impacting police discipline, the standards for use of force, and peace officer bills of rights.
- The fitness for duty process, and the impact of federal employment laws on the medical privacy rights of employees.
- A discussion of recent court decisions impacting the disciplinary system, including constitutional free speech and privacy issues.
- The national political discussion of police discipline, and the implications for the future.

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

#### 10:30 Just Cause for Discipline and Disciplinary Systems Around The Country

- How police officers went from being at-will employees to having meaningful job protections.
- Civil service systems, police discipline boards, and arbitration of discipline.
- The 12 requirements for just cause for discipline, including progressive discipline, consideration of mitigating circumstances, the implications of training, and proportionality of punishment.
- The requirements for a thorough investigation and timely processing of complaints, and where and how more unusual disciplinary penalties such as demotion and transfer can be used.
- The increase in challenges to the binding nature of arbitration decisions.

*Will Aitchison.*

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

#### 1:00 Just Cause For Discipline (cont.)

#### 2:00 *Garrity, Weingarten, Brady and Miranda*

- An officer's Fifth Amendment *Garrity* rights, when and how they apply in critical incidents and internal investigations, and the evolving law on the extent of immunity under *Garrity*.
- The *Weingarten* right to representation in disciplinary interviews, how it can apply in settings as varied as drug testing, critical incidents, and witness interviews, and what happens if *Weingarten* rights are violated.
- The ever-changing law on the rule in *Brady v. Maryland* and how it applies to police disciplinary records. How officers get on and get off *Brady* lists; whether being placed on a *Brady* list necessarily results in termination, and lawsuits by officers seeking to be removed from *Brady* lists.
- How *Miranda* applies in the law enforcement workplace.

*Will Aitchison.*

#### 4:00 Adjournment

#### 4:15 Hosted Reception

### THURSDAY, NOVEMBER 19, 2020

#### 9:00 Discipline Under A Statewide Or Contractual Peace Officer Bill Of Rights and The Political Pressures Today On Bills Of Rights

- A panel of management and labor experts will discuss how discipline must be handled under a statewide or contractual public safety officer bill of rights.
- Using California's Bill of Rights as a model, the panel will review the requirements of a bill of rights from intake through the investigatory process and culminating with the disposition of a complaint.
- Miscellaneous rights under a bill of rights, including officer privacy, access to personnel files, and the relationship between a bill of rights and the *Brady* rule.

*Todd Simonson, Attorney at Law, Sacks, Ricketts & Case LLP.*

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

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

#### 1:00 Body Camera Video And Other Evidence In Disciplinary Investigations

- The evolution and current status of body camera programs in United States policing. What the evidence is showing about the impact of body cameras on officer safety, the use of force, citizen complaints, and police practices.
- The different body camera systems, their features, and their pros and cons. The cost of body camera systems, including storage and data processing costs.
- Policy issues attendant to a body camera program, including public records laws, face-blurring software, officer review of video before giving statements, privacy considerations for citizens and officers, and monitoring of videos for general compliance with departmental rules.
- The upside and challenges of video evidence.

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

#### 2:30 Discipline For Social Media Use

- The evolving standards used to judge off-duty social media and other Internet use by law enforcement officers.
- When are Facebook postings protected speech under the First Amendment, and how can protections for union activity give protections to comments made on the Internet?
- The need for clear employer policies on social media use.

*Anil Karia.*

#### 4:00 Adjournment

### FRIDAY, NOVEMBER 20, 2020

#### 8:30 Anatomy of a Disciplinary Case

- Using the example of several recently-published high-notoriety police disciplinary cases, a panel of management and labor lawyers will involve seminar attendees in how to assess, prepare, and present disciplinary appeals.
- How politics plays a significant role in police disciplinary appearances.

*John Becker, Attorney at Law, Sandulli Grace.*

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

*Anil Karia, Moderator.*

#### 11:30 Adjournment

### What Attendees Of Last Year's Advanced Discipline Seminar Think:

- » "LRIS conferences are my favorite to attend because of the topics and balanced perspective. The conference itself was put together very well and ran efficiently." Chris Meade, Associate Director of Employee and Labor Relations, University of Oregon, Eugene, OR.
- » "This was a much-needed training for our Guild leadership. Mr. Aitchison and his fellow presenters met all our expectations. The materials and PowerPoint presentations were perfect." Ben Wood, Whatcom County Deputy Sheriff's Guild, Bellingham, WA.
- » "Great conference! Good way to keep up on current trends in labor relations and discipline issues." Tom Chiello, Henderson Police Supervisors Association, NV.
- » "A well-presented course with diverse instructors. The presenters made good use of time and encouraged questions and interactions. The materials were current and relevant." Bo Svendsbo, Huntington Beach Police Department, CA.
- » "I have been coming to these LRIS seminars for the past six years and they never disappoint. Overall, great information and speakers." Steven Espinoza, Fort Wayne PPA, IN.