

Registration Information Public Safety Union Leadership

May 19-21, 2021
The Luxor, 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. Reservations must be made by April 26, 2021. Reservations received after this date will be on a space-available basis only and at the prevailing rate.

The Luxor

3900 S Las Vegas Blvd
Las Vegas, NV 89119

Room rates Tuesday through Thursday nights are \$59 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$129, so book early if you plan to stay over the weekend.

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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PUBLIC SAFETY UNION LEADERSHIP STRATEGIES, TIPS & INSIGHTS



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May 19-21, 2021
The Luxor
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"As an educator myself, I understand the importance of keeping a large audience engaged. You guys nailed it! A very informative agenda with outstanding speakers and materials."
Raymond Heck, New Jersey PBA Local 105, Trenton, NJ



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AT A GLANCE

- » Running A Public Safety Union During A Time Of Reform
- » Developing A Communications Plan
- » Social Media 101
- » How To Prepare A Member For A Disciplinary Interview
- » Mobilize Your Membership On Political Issues

WEDNESDAY, MAY 19, 2021

9:00 Recent Developments In Law Enforcement Labor Issues

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 World Of Police And Fire Reform

- The status of police reform legislation around the country.
- Bargaining and police reform – what's negotiable?
- Anticipating reform legislation – how to deal with bills that may be introduced and passed in a matter of days.
- The indirect impact of police reform legislation on the rights of firefighters and other employees.

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

12:00 Lunch (Included in registration)

1:00 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

- 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, and Mike Bellamy.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, MAY 20, 2021

9:00 Constitutions And Bylaws

A public safety union's bylaws amount to a contract with its membership. The panel consists of an experienced police union president and former fire union president, who will discuss topics such as:

- 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 – full members, fair share members, and associate members – and what the union's obligations are to each.
- The duties of union officers.
- When and how committees should be formed, and who should be appointed to the committees.

Anil Karia, Attorney at Law, Public Safety Labor Group, LLP; Will Milam, President, Prince George's Co. (MD) FOP Lodge 112; Ryan Reese, 5th District Representative, Washington State Council of Firefighters.

11:00 Finances And Fundraisers

A discussion of the finances of a labor organization:

- 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, and Ryan Reese.

12:00 Lunch (Included in registration)

1:00 Finances And Fundraisers (cont. from morning session)

2:00 Political Activity By Public Safety Unions

- The increasing need for public safety unions to have an effective and positive political presence.
- 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, Jeremy Conkling, Will Milam, Ryan Reese, and Barry Donelan, President, Oakland Police Officers Association.

4:00 Adjournment

FRIDAY, MAY 21, 2021

8:30 Representing A Member In A Disciplinary Interview

A review of how to prepare a member for 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.

Anil Karia; Barry Donelan, President, Oakland (CA) Police Officers' Association; and Sean Burrows, President, Alameda County (CA) Firefighters, IAFF Local 55.

11:30 Adjournment

What Attendees Of Last Year's Union Leadership Seminar Think:

- » "This was a very well-planned and organized event. I would definitely attend another training put on by LRIS. This was my first and it won't be my last." Mike McCutcheon, State of Hawaii Organization of Police Officers, Honolulu, HI
- » "Overall an excellent seminar! Great information and delivery." Garry Yancy, FOP Lodge 112, Prince George's County, MD
- » "Awesome training! I learned a lot and have some great ideas to improve our union. As the new president, this training was invaluable to me." Brad Hulse, Lincoln Police Union, NE
- » "Very informational class for new and experienced board members. Everybody learned something." Eloy Serna, El Paso Municipal Police Officers Association, TX
- » "Excellent presentation! Real talk from keynote speakers was a great way to present the material and provided more insight." Lesa Randle, Las Vegas PPA, Civilian Employees, NV