

Collective Bargaining For Public Safety Employees

March 16-18, 2022

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. Call (888) 373-9855 with group code SFCOL2. Reservations must be made by February 12, 2022. 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

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 \$149, so book early if you plan to stay over the weekend.

The LINQ

3535 Las Vegas Blvd. South
Las Vegas, NV 89109

Room rates Tuesday through Thursday nights are \$49 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 *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 30 days 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 30 days prior to the seminar.

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COLLECTIVE
BARGAINING FOR
PUBLIC SAFETY
EMPLOYEES

Las Vegas, NV
March 16-18, 2022

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 16-18, 2022

**The Flamingo
Las Vegas, Nevada**

"Great course with very knowledgeable presenters. A lot of the material presented was very applicable to the processes involved and as a newer union labor council member for our police department, I found an overwhelming majority of the information very helpful."

Lon Hatcher, Sioux Falls Police Dept., Sioux Falls, SD



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

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AT A GLANCE

- » The Nuts And Bolts Of Bargaining
- » Assessing An Employer's Ability To Pay
- » Recent Developments In Public Safety Labor Relations
- » What Can Be Negotiated?
- » Past Practices And Management Rights

WEDNESDAY, MARCH 16, 2022

9:00 Introduction And Recent Developments In Public Safety Labor Issues

Recent developments from around the country in the area of public safety labor relations, including:

- A review of wage and benefit settlements over the last six months in public safety agencies.
- Police reform legislation, and how it can impact all public safety employees.
- 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.

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 negotiation 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 something becomes a past practice, and the significance of a past practice.
- How the obligation to bargain over mandatory subjects of bargaining can limit an employer's ability to make changes in past practices.

- The process by which mid-term bargaining occurs and is resolved.
- Management rights and maintenance of benefits clauses: how do they work and how are they related?

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 17, 2022

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.
- 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.
- How one goes about proving bargaining history.

- 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.

Richard Poulson, Attorney at Law, Willig, Williams & Davidson.

12:00 Lunch (Included in registration)

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

4:00 Adjournment

FRIDAY, MARCH 18, 2022

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 Our Last Collective Bargaining Seminars Have Said:

- » "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
- » "I really enjoyed the openness from all the speakers. It was nice to ask questions throughout the presentations and have them answered immediately and thoroughly." Amber Tardif, Covina Police Dept., CA
- » "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