

Registration Information

Public Safety Union Leadership

February 9-11, 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 SFPUB2. Reservations must be made by January 8, 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 \$49 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$99, 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 \$29 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$79, 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 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.

PRSRT STD
US POSTAGE
PAID
PORTLAND OR
PERMIT NO. 262



PUBLIC SAFETY UNION LEADERSHIP STRATEGIES, TIPS & INSIGHTS



February 9-11, 2022

The Flamingo
Las Vegas, Nevada

"As an elected union leader for 15 years, I'd like to think I have kept up. This conference has enlightened me on a number of issues that I will add to educate, prevent discipline, and improve solidarity in my union."

Donna Latouf, Detroit Police Officers Assn., Michigan

PUBLIC SAFETY UNION
LEADERSHIP:

STRATEGIES, TIPS & INSIGHTS

Las Vegas, Nevada
February 9-11, 2022

A three-day seminar for police and firefighter union officers, executive board members, stewards and attorneys.

"As a new leader, this training was exactly what I needed to start building and implementing change within our association. Thank you for this training."

Michael Oliver, Flagstaff Law Enforcement Assn., Arizona



3021 NE Broadway
Portland, OR 97232-1810
(503) 282-5440

www.LRIS.com • info@LRIS.com

AT A GLANCE

- » Recent Developments In Public Safety Labor Relations
- » Developing A Communications Plan
- » Social Media 101
- » How To Prepare A Member For A Disciplinary Interview
- » Mobilize Your Membership On Political Issues

WEDNESDAY, FEBRUARY 9, 2022

9:00 Introduction And Recent Developments

Recent developments from around the country in the area of public safety labor relations, including topics such as mandatory vaccination programs, FLSA issues, cell phone and other privacy concerns, and the state of police reform. 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, LLC; Executive Director, LRIS, LLC.

11:00 A Union's Constitution And Bylaws

A public safety union's bylaws amount to a contract with its membership. The panel consists of an experienced law enforcement and fire union presidents, 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, including full 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.

Will Aitchison; Will Milam, President, Prince George's Co. (MD) FOP Lodge 112; Jayson French, President, West Palm Beach Firefighters Association.

12:00 Lunch (Included in registration)

1:00 Constitutions And Bylaws (continued)

2:00 Finances And Fundraising

A wide-ranging 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?

Will Aitchison; Will Milam; Jayson French; Jeremy Conkling, President, Anchorage Police Dept. Employees Association.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, FEBRUARY 10, 2022

9:00 Collective Bargaining

A top-level view of key bargaining issues facing public safety employees.

- National trends on wage and benefit settlement for public safety employees.
- The evolution and future of police/fire parity.
- Bargaining in the sunshine: how does it work?
- The impact of public participation in the ratification process.
- What's negotiable and what's not. Trends in scope of bargaining issues.

Anil Karia, Attorney at Law, Public Safety Labor Group, LLC; Jeremy Conkling; Mike Bellamy, District Vice President, Florida Professional Firefighters.

11:00 Communication Skills And Political Activity

- 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.

- Public outreach programs, including day-in-the-life training and videos.
- Crisis communication.
- 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.
- The increasing need for public safety unions to have an effective and positive political presence.
- Mobilizing the membership on political issues.

Anil Karia, Jeremy Conkling; Mike Bellamy; Barry Donelan, President, Oakland Police Officers Association.

12:00 Lunch (Included in registration)

1:00 Communication Skills And Political Activity (continued)

4:00 Adjournment

FRIDAY, FEBRUARY 11, 2022

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; and Sean Burrows, President, Alameda County (CA) Firefighters, IAFF Local 55.

11:30 Adjournment

What Attendees Of Last Year's Union Leadership Seminar Have Said:

- » "Although I have attended this class in the past, I always learn something that I can bring back to the membership. Other union leaders ask me how I became so knowledgeable in regards to labor issues and I always respond, 'Experience and LRIS. If I can do it, you can do it, too!'" John J. Chrystal III, Newark Police Superior Officers Assn., New Jersey
- » "This was my first LRIS conference. The information presented was exceptional. All speakers were extremely knowledgeable as well as excellent presenters." Shawn Connolly, United Firefighters of Los Angeles, California
- » "This entire seminar was amazing. Our association has not received any real leadership training for about a decade. We have a lot to take back to our board. The information and discussions were very helpful and enlightening." Jonathan Fitisemanu, Salt Lake Police Assn., Utah
- » "This was my first LRIS conference. I am new to our union board. This seminar was great for me as it covered basic labor topics that new board members need to know. The updates throughout the conference were great." Sean Kelley, Eugene Police Employees Assn., Oregon