

The Rights of Police Officers

June 1-3, 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 SFROP2. Reservations must be made by April 30, 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 \$89 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$139, 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 \$69 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$109, so book early if you plan to stay over the weekend.

SEMINAR MATERIALS

Each attendee will receive a copy of *The Rights Of Law Enforcement Officers* (8th Edition) 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.

PRSRT STD
US POSTAGE
PAID
PORTLAND OR
PERMIT NO. 262

THE RIGHTS OF POLICE OFFICERS

Las Vegas, Nevada
June 1-3, 2022

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

"Great program again. It's a very interesting time for law enforcement, so thank you for the updates."

Ryan Sage, City of Sioux Falls, SD



THE RIGHTS OF POLICE OFFICERS



June 1-3, 2022

The Flamingo
Las Vegas, Nevada

"It was nice to see speakers that represented both labor and management and their differing perspectives on the topics being discussed."

Thomas Sullivan, Metropolitan Transportation Authority PBA, NY



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

www.LRIS.com • info@LRIS.com

The Rights of Police Officers

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 1, 2022

9:00 Recent Developments In Law Enforcement Labor Issues

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

- Mandatory vaccination requirements. How are challenges to the mandates faring in federal and state courts?
- Police reform legislation, the latest round. Where has it happened, what has it done, and implications for the future.
- 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 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.

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.
- Police reform legislation, *Garrity*, and *Weingarten* – unintended (or intended) impacts

Will Aitchison.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, JUNE 2, 2022

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.

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 3, 2022

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

11:30 Adjournment

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

- » "I thought the topics were great. The speakers were knowledgeable and very willing to answer questions. This was a great seminar!" Val Brown, Salt Lake Police Association, UT
- » "The content was great! It was a good update on several areas. Very important information for labor lawyers representing law enforcement." Brian Holb, Ohio PBA
- » "The instructors are extremely knowledgeable and engaging. The training was valuable as a new member of the executive board of my union." Jenni Baxter, Portland Police Commanding Officers Association, OR
- » "There is no minute of wasted time in your seminars. The social media topic and discussions were on point. The public vs. private citizen topic needs to be heard and understood by more law enforcement." Bianca Cross, Anchorage Police Department Employees Association, AK
- » "Thank you for this excellent, clear, and concise presentation. The seminar was extremely helpful and informative, as always." Medgar Webster, Sr., DC Police Union
- » "Great updates after the past year, especially the legislative updates." Jason Leshar, Washoe County SDA, NV