

Registration Information Public Safety Union Leadership

January 25-27, 2023
The Flamingo, Las Vegas

Registration Visit us at www.LRIS.com/ULV23 or call us at (503) 282-5440.

Fees Registration fees are \$850 per person; \$725 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 cancelled up to ten days prior to the seminar with a full refund. Cancellations made after January 15, 2023 are subject to a \$150 fee. Substitutions may be made at any time.

HOTEL INFORMATION

To make arrangements, use the hotel link at www.LRIS.com/ULV23 or call the hotel directly and request the group rate for this seminar. Call (888) 373-9855 with group code SFPUB3 (Flamingo) or SQPUB3 (The LINQ). Reservations must be made by December 24, 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.

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PUBLIC SAFETY UNION LEADERSHIP STRATEGIES, TIPS & INSIGHTS



January 25-27, 2023

The Flamingo
Las Vegas, Nevada

"This training is essential for any union board member. Often institutional knowledge in local unions is not passed on. This training was invaluable in filling in the gaps."

Bryce Clother, Tacoma Police Union, Washington

PUBLIC SAFETY UNION
LEADERSHIP:

STRATEGIES, TIPS & INSIGHTS

Las Vegas, Nevada
January 25-27, 2023

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

"Very impressed by the up-to-date information. The amount provided was perfect and not forced. Keep up the great work."

Sean Keating, Anchorage Police Dept. Employees Association, Alaska



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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, JANUARY 25, 2023

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 and Executive Director, LRIS; and Richard Poulson, Attorney at Law, Partner, Willig, Williams & Davidson.

11:00 A Union's Constitution And Bylaws

A public safety union's bylaws amount to a contract with its membership:

- 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; Richard Poulson; Will Milam, President, Prince George's Co. (MD) FOP Lodge 112; and Bob Brooks, President, Pennsylvania Professional Fire Fighters 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 initi-

ation 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; Richard Poulson; Will Milam; Bob Brooks; and Jeremy Conkling, President, Anchorage Police Dept. Employees Association.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, JANUARY 26, 2023

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; Jeremy Conkling; and 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.
- How to use press conferences to get your message out.
- Controlling the narrative of a story using 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; and 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, JANUARY 27, 2023

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:

- » "All LRIS seminars are a must-attend for newly appointed and seasoned board members. Being new can quickly become overwhelming. These classes answer all the questions you may have with up-to-date nationwide decisions. All presenters were excellent!" Steve Thornton, Tacoma Police Union, Washington
- » "This was my first time attending. Everything presented was very informative and valuable. Many topics to consider and implement within our own organization." Aily Baldwin, Association for Los Angeles Deputy Sheriffs, California
- » "I thought the training and the subject matter was spot on. Every single module was informative and contained the exact information I need as a brand new union board member." Derek Griffin, Houston Police Officers Union, Texas
- » "Extremely informative conference. Amazing presenters with extensive knowledge. They were well-versed and current on all topics." Glenn Sabey, Pomona POA, California
- » "Great seminar. I have learned a lot. Since I am new to my union's executive board, the layout of the seminar will help me navigate the political waters." Frank Torres, Great Falls PPA, Montana