

Collective Bargaining For Public Safety Employees

October 18-20, 2023

The Sonesta, Nashville

Registration Visit www.LRIS.com/CBTN23, email info@LRIS.com or call (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 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/CBTN23 or call the hotel directly at (615) 889-9300 with group code G101723CBPS. Please be advised that there is a \$15 charge for phone reservations. Reservations must be made by September 18, 2023. Reservations received after this date will be on a space-available basis only and at the prevailing rate.

The SONESTA NASHVILLE

600 Marriott Drive
Nashville, TN 37214

The room rate Tuesday through Friday night is \$179 per night, plus taxes and fees. A limited number of rooms are available three days before and three days after the seminar dates at the contracted rate.

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

NASHVILLE, TN
October 18-20, 2023

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

"Informative content. Speakers were engaging and entertaining. Speakers were very approachable and open to talking and answering questions during breaks and lunch."

Leandro Cano, Tulare County Probation Assn., CA



COLLECTIVE BARGAINING FOR PUBLIC SAFETY EMPLOYEES



October 18-20, 2023

The Sonesta
Nashville, TN

"Great conference. Send your contract team and labor representatives to this."

Ben Hagglund, Skagit County Deputy Sheriffs Guild, WA



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(503) 282-5440

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AT A GLANCE

- » The Nuts And Bolts Of Bargaining
- » Factfinding And Interest Arbitration
- » Recent Developments In Public Safety Labor Relations
- » What Can Be Negotiated?
- » Past Practices And Management Rights

WEDNESDAY, OCTOBER 18, 2023

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.

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

Richard Poulson.

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?

Richard Poulson.

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.

Richard Poulson.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, OCTOBER 19, 2023

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.

Anil Karia, Attorney at Law, Public Safety Labor Group, LLC; Assistant Executive Director, LRIS.

12:00 Lunch (Included in registration)

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

4:00 Adjournment

FRIDAY, OCTOBER 20, 2023

8:30 When You Can't Get a Deal; What You Need to Know About Interest Arbitration

- What is Interest Arbitration and/or Factfinding?
- How does the process work?
- How do arbitrators make their decisions?
- How do I prepare for Arbitration/Factfinding?
- Strategies you need to know for Interest Arbitration/Factfinding.

Dave Gaba, Attorney at Law, Compass Law Group.

11:30 Adjournment

What Attendees Of Our Last Collective Bargaining Seminars Have Said:

- » "The credibility of the subject matter expert is invaluable. This course should be mandatory for any association or union rep." Eric Boardman, Coeur d'Alene Police Association, ID
- » "Very informative seminar. I really like the one-on-one with the presenters who are well-informed and don't mind talking with you privately, Lashun O'Rear, Detroit Police Officers Association, MI
- » "Great seminar and content. Generally speaking, very difficult topics to make interesting, but all the speakers did a great job at keeping our attention." Eric Horan, Enfield Police Employees Association, CT
- » "Presenters were outstanding. It can be difficult to present these topics and maintain attention, but the personalities of all speakers were perfect for teaching." Michael Freeman, New Jersey State Policemen's Benevolent Association
- » "The best collective bargaining seminar I have ever been to." John Abel, Las Vegas Police Protective Association, NV