

Registration Information Public Safety Union Leadership

January 31 - February 2, 2024
The Horseshoe, Las Vegas

Registration Visit us at www.LRIS.com/ULV24 or call us at (503) 282-5440.

Fees Registration fees are \$900 per person; \$750 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 20, 2024 are subject to a \$150 fee. Substitutions may be made at any time.

HOTEL INFORMATION

To make reservations, use the hotel link at www.LRIS.com/ULV24 or call the hotel directly and request the group rate for this seminar. There is a \$15 charge for reservations made over the phone. Reservations must be made by December 30, 2023. Reservations received after this date will be on a space-available basis only and at the prevailing rate.

The HORSESHOE

3645 Las Vegas Blvd. South
Las Vegas, NV 89109

Room rates Tuesday through Thursday nights are \$79 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$119, so book early if you plan to stay over the weekend. Call (877) 603-4390 with group code SBPUB4.

The PARIS

3655 Las Vegas Blvd. South
Las Vegas, NV 89109

Room rates Tuesday through Thursday nights are \$179 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$209, so book early if you plan to stay over the weekend. Call (877) 796-2096 with group code SPPUB4.

SEMINAR MATERIALS

Each attendee will receive a copy of *Running A Public Safety Union*, by Rob Heun, and a handbook (printed and digital) 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:

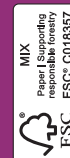
STRATEGIES, TIPS & INSIGHTS

Las Vegas, Nevada
January 31 - February 2, 2024

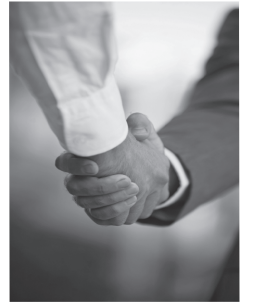
A three-day seminar for police and firefighter union officers, executive board members, stewards and attorneys.

"Very good conference. Knowledgeable speakers with a lot of experience."

Chris Sanchez, Murrieta Firefighters Association,
California



PUBLIC SAFETY UNION LEADERSHIP STRATEGIES, TIPS & INSIGHTS



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The Horseshoe
Las Vegas, Nevada

"This LRIS union seminar is head and shoulders above anything I've had in eight years of attending trainings across the country."

Stephen Doyle, Bend Firefighters, Oregon



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www.LRIS.com • info@LRIS.com

Public Safety Union Leadership

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
- » Mobilizing Your Membership On Political Issues

WEDNESDAY, JANUARY 31, 2024

9:00 Introduction And Recent Developments

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

- Review of recent wage and benefit settlements/trends in public safety agencies.
- The impact of inflation and recruiting/retention challenges on public safety bargaining.
- The impact of evolving public attitudes toward policing and the related impact on all public safety employees.
- The increased use of artificial intelligence in law enforcement agencies, and related risks to officer privacy and disciplinary protections.
- Cell phones, flash drives, GPS trackers, and other electronic equipment – the privacy rights of public safety employees.

Will Aitchison, Attorney at Law, Public Safety Labor Group and Founder, LRIS.

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; Will Milam, First Vice President of the Maryland State Fraternal Order of Police and Assistant Sheriff in Prince George's County, Maryland; 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 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; Bob Brooks; and Derek Hsieh, Executive Director, Association for Los Angeles Deputy Sheriffs.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, FEBRUARY 1, 2024

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 and Assistant Executive Director, LRIS; Derek Hsieh; 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, media interviews, and newspaper editorials.
- 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; Derek Hsieh; 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, FEBRUARY 2, 2024

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.

Richard Poulson, Attorney at Law, Partner, Willig, Williams & Davidson and Executive Director, LRIS; 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 of the LRIS conferences have been extremely informative, and this one was no different. Excellent speakers. Phenomenal content." Riley Pederson, Clackamas County Police Officers Association, Oregon
- » "The content was relevant and valuable. I would recommend this seminar to anyone new to their union leadership." Matt Phillips, Missouri FOP Lodge 15
- » "Very good content. I will highly recommend this course to all my local association leaders. Excellent instructors." Kristen Mayo, Texas Municipal Police Association
- » "I am new to my union's leadership and appreciated this entire conference. All the topics were extremely relevant and the key speakers and union leader discussions were informative and valuable. This was a very well organized and executed conference." Daniel Nelson, Seattle Police Management Association, Washington