

# Registration Information

## Collective Bargaining For Public Safety Employees

**March 6-8, 2024**  
Harrah's, New Orleans

**October 23-25, 2024**  
Horseshoe, Las Vegas

**Registration** Visit us at [www.LRIS.com/CBNO24](http://www.LRIS.com/CBNO24) for New Orleans, [www.LRIS.com/CBLV24](http://www.LRIS.com/CBLV24) for Las Vegas 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 February 24, 2024 for New Orleans and October 13, 2024 for Las Vegas are subject to a \$150 fee. Substitutions may be made at any time.

**Seminar Materials** Each attendee will receive a copy of *Public Sector Collective Bargaining* by Will Aitchison, and a handbook (printed and digital) containing extensive written materials pertaining to each of the subjects addressed.

### HOTEL INFORMATION

To make reservations, use the hotel links at [www.LRIS.com/CBNO24](http://www.LRIS.com/CBNO24) for New Orleans or [www.LRIS.com/CBLV24](http://www.LRIS.com/CBLV24) for Las Vegas. 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 February 3, 2024 for New Orleans and September 21, 2024 for Las Vegas. Reservations received after these dates for the respective seminars will be on a space-available basis only and at the prevailing rate.

#### New Orleans - Harrah's

**March 6-8, 2024**

228 Poydras St  
New Orleans, LA 70130

Room rates Tuesday through Thursday nights are \$189 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$239, so book early if you plan to stay over the weekend. Call (800) 427-7247 with group code S03COL4.

#### Las Vegas - The Horseshoe

**October 23-25, 2024**

3645 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 \$179, so book early if you plan to stay over the weekend.

#### Las Vegas - The Paris

**October 23-25, 2024**

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.

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# COLLECTIVE BARGAINING FOR PUBLIC SAFETY EMPLOYEES



**March 6-8, 2024**

**Harrah's**  
New Orleans, Louisiana

**October 23-25, 2024**

**Horseshoe**  
Las Vegas, Nevada

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

*Leandro Cano, Tulare County Probation Association, CA*

COLLECTIVE  
BARGAINING FOR  
PUBLIC SAFETY  
EMPLOYEES

NEW ORLEANS,  
Louisiana  
March 6-8, 2024

Las Vegas,  
Nevada  
October 23-25, 2024

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



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

[www.LRIS.com](http://www.LRIS.com) • [info@LRIS.com](mailto:info@LRIS.com)

**Two  
Locations!**

## 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

#### 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.
- Public safety recruiting and retention challenges and the impact on compensation.
- Privacy rights of public safety employees related to social media, cell phones, flash drives, GPS trackers, and other electronic equipment.
- Recent legal developments in the area of public employee free speech.
- Changing public opinions and legal standards on medical and recreational marijuana, and the impact on public safety bargaining.
- The use of artificial intelligence by public safety agencies, and the impact on employee rights.

*New Orleans:* Will Aitchison, Attorney at Law, Public Safety Labor Group, LLP; Founder, LRIS.

*Las Vegas:* 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.

*New Orleans:* Will Aitchison.

*Las Vegas:* 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?

*New Orleans:* Will Aitchison.

*Las Vegas:* 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.

*New Orleans:* Will Aitchison.

*Las Vegas:* Richard Poulson.

#### 4:00 Adjournment

#### 4:15 Hosted Reception

### THURSDAY

#### 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.

*New Orleans:* Richard Poulson and Jonathan Downes, Attorney at Law, Zashin & Rich.

*Las Vegas:* Jonathan Downes and Anil Karia, Attorney at Law, Public Safety Labor Group, LLP; Assistant Executive Director, LRIS.

#### 12:00 Lunch (Included in registration)

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

#### 4:00 Adjournment

### FRIDAY

#### 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.

*New Orleans and Las Vegas:* Dave Gaba, Attorney at Law, Compass Law Group.

#### 11:30 Adjournment

#### What Attendees Of Last Year's Collective Bargaining Seminar 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