

Registration Information The Rights Of Police Officers

June 19-21, 2024
The Horseshoe, Las Vegas

Registration Visit us at www.LRIS.com/ROPLV24 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 June 9, 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/ROPLV24 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 May 18, 2024. 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 \$99 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. Call (877) 603-4390 with group code SBROP4.

The PARIS

3655 Las Vegas Blvd. South
Las Vegas, NV 89109

Room rates Tuesday through Thursday nights are \$129 per night, plus taxes and fees. A limited number of rooms are available on Friday and Saturday night for \$169, so book early if you plan to stay over the weekend. Call (877) 796-2096 with group code SPROP4.

SEMINAR MATERIALS

Each attendee will receive a copy of *The Rights Of Law Enforcement Officers* (8th Edition), by Will Aitchison, and a digital handbook (PDF) 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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THE RIGHTS OF POLICE OFFICERS

Las Vegas, Nevada
June 19-21, 2024

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

"Although I have taken this seminar in the past, I always leave with more knowledge than I come with. Great as always!"

John Chrystal III, Newark Police Superior Officers' Association, New Jersey



THE RIGHTS OF POLICE OFFICERS



June 19-21, 2024

The Horseshoe
Las Vegas, Nevada

"The speakers were knowledgeable and friendly. They took questions at all times and made themselves available after seminar hours. I look forward to coming back."

Chris Smith, FOP Lodge 4, Baltimore County, Maryland



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www.LRIS.com • info@LRIS.com

The Rights Of Police Officers

AT A GLANCE

- » Recent Legal Developments In Law Enforcement
- » Privacy Rights: Artificial Intelligence And Marijuana Use
- » Disciplinary Procedures And Just Cause For Discipline
- » Collective Bargaining
- » Freedom Of Speech And Social Media

WEDNESDAY, JUNE 19, 2024

9:00 Recent Developments In Law Enforcement Labor Issues

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

- Review of recent wage and benefit settlements/trends in public safety agencies.
- The impact of the national police recruiting and retention crisis, and the evolution of thinking on police-fire parity.
- The impact of inflation and recruiting/retention challenges on public safety bargaining.
- Evolving public attitudes toward policing and the related effects on all public safety employees.
- Review of recent US Supreme Court decisions affecting law enforcement officers.
- 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 LLC and Founder, LRIS.

12:00 Lunch (Included in registration)

1:00 Privacy Rights, Part One: Artificial Intelligence In The Workplace

- What is artificial intelligence and how is it being used in law enforcement?
- Review of legal standards governing collective bargaining over the use of AI systems in the law enforcement workplace.
- Body cameras and mobile video recorders – how do they relate to AI systems?
- Review of statutory approaches to AI regulation in the workplace.
- How to address concerns around bias and ethics in AI algorithms.
- Special problems related to the use of AI in hiring and promotions.

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

2:30 Privacy Rights, Part Two: Marijuana Use And Policing

- State and federal statutory approaches to medical/recreational marijuana use.
- Marijuana and firearm possession and use restrictions.

- Impairment standards and bargaining over drug testing policies.
- How the ADA, the FMLA, and other federal laws interact to create privacy rights for officers' medical information.
- Other statutory and constitutional protections of officers' personal privacy.

Anil Karia.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, JUNE 20, 2024

9:00 Procedural Rights In Discipline: Weingarten, Garrity, Miranda, And Brady

- The essential rules of disciplinary procedure, and where and how they apply.
- The *Weingarten* right to representation in disciplinary interviews, how it can apply in settings as varied as drug testing, critical incidents, and witness interviews, and what happens if *Weingarten* rights are violated.
- The *Garrity* rule in internal affairs investigations, critical incidents, and day-to-day interactions between management and labor, and the evolving law on the extent of immunity under *Garrity*.
- The ever-changing law on the rule in *Brady v. Maryland*, and how it applies to police disciplinary records. How officers get on and get off *Brady* lists; whether being placed on a *Brady* list necessarily results in termination, and lawsuits by officers seeking to be removed from *Brady* lists.
- Police reform legislation, *Garrity*, and *Weingarten* – unintended (or intended) impacts.

Anil Karia.

10:30 Substantive Rights In Discipline: Just Cause For Discipline

- 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.

Anil Karia.

12:00 Lunch (Included in registration)

1:00 Collective Bargaining

- Strategies and tactics for negotiations. How to prepare, the composition of the bargaining team, and the development of negotiation themes.
- Selecting comparable jurisdictions and total compensation analysis, including cost-of-living, workload and productivity, local labor markets, and other topics commonly raised in an assessment of wages and benefits.
- The significance of recruiting and retention in today's environment.
- The importance of politics and media relations, and the implications of getting the public involved in the bargaining discussion.
- Expert opinions on current issues of importance in bargaining.

Ben Albrecht, Attorney at Law, Fishel Downey Albrecht & Riepenhoff, LLP.

4:00 Adjournment

FRIDAY, JUNE 21, 2024

8:30 Freedom Of Speech And Social Media

- Evolving standards governing social media and other internet use by police officers.
- A police officer's freedom of speech and privacy rights. When are social media posts protected speech under the First Amendment?
- Speech criticizing the performance of the department or its supervisors.
- Application of the just cause standard in the context of social media discipline.
- Case study: The Plain View Project. Practitioners review the impact of Plain View Project on officer discipline and apply just cause principles using real case examples.
- The need for clear employer policies on social media use and the obligation to bargain.

Jessica Caggiano, Attorney at Law, Willig, Williams & Davidson; and Mark Meyerhoff, Attorney at Law, Liebert Cassidy Whitmore.

11:30 Adjournment

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

- » "The content was very well presented, well organized, and the materials were topnotch." Nicole Albert, City of Portland, Maine
- » "I enjoyed the variety of topics and the knowledge that each speaker brought. The specific recent case examples were particularly useful. The social media segment was relevant and helpful. Thanks for the great training!" Chelsey See, Anchorage Police Department Employees Association, Alaska
- » "The seminar was informative and engaging. I appreciated the real life examples provided by the lecturers." Christopher Graham, Columbus Division of Police, Ohio
- » "The speakers were knowledgeable and made sure the materials was from recent court cases and topical to the changes in law enforcement." Matthew Long, City of Las Vegas Department of Public Safety, Nevada