

Registration Information
Best Practices In Public Safety Discipline
November 13-15, 2024
The Paris, Las Vegas

Registration Visit us at www.LRIS.com/DLV24 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 November 3, 2024 are subject to a \$150 fee. Substitutions may be made at any time.

Seminar Materials Each attendee will receive a digital handbook containing extensive materials pertaining to each of the subjects addressed.

HOTEL INFORMATION

The Paris and Horseshoe hotels are adjoining properties. The seminar will be held in the Versailles Tower, which is convenient to guests at either hotel. To make reservations, use the hotel link at www.LRIS.com/DLV24. We recommend booking online. 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 October 12, 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 \$79 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) 603-4390 with group code SBPOL4.

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 SBPOL4.

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 Claire@LRIS.com 30 days prior to the seminar.

CLE CERTIFICATION

If you require CLE from any state, please contact Seminar Coordinator Claire Cowan at Claire@LRIS.com 30 days prior to the seminar.

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**BEST PRACTICES
IN PUBLIC SAFETY
DISCIPLINE**

Las Vegas, Nevada

November 13-15, 2024

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



**BEST PRACTICES IN PUBLIC
SAFETY DISCIPLINE:
SPEECH, PRIVACY AND OFF-DUTY CONDUCT**



November 13-15, 2024

**The Paris Hotel
(Versailles Tower)
Las Vegas, Nevada**

"Fantastic content and speakers. I can take this information back and use immediately – applicable equally to management and labor."
Karen Schexnider, Assistant City Attorney, Billings, MT



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AT A GLANCE

- » Recent Developments In Public Safety Labor Relations
- » Modern Public Safety Disciplinary Systems
- » Case Studies In Just Cause
- » Discipline For Social Media Use
- » *Weingarten, Loudermill, Garrity Cases*

WEDNESDAY, NOVEMBER 13, 2024

9:00 Introduction And Recent Developments In Public Safety Labor Relations

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

- The impact of inflation and recruiting/retention challenges on public safety bargaining.
- Recent wage and benefit settlements/trends in public safety agencies.
- Common economic indicators and why they are relevant in public safety bargaining.
- Artificial intelligence in public safety agencies, and related risks to first responder privacy and job security.
- Developing legal standards regarding marijuana use by first responders.
- Recent Supreme Court and federal guidance on discrimination and pregnancy rights.
- The ever-changing law on the rule in *Brady v. Maryland*, and how they apply to first responder disciplinary records.

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

12:00 Lunch (Included in registration)

1:00 Development Of Modern Public Safety Disciplinary Systems

- How police officers, firefighters, and corrections officers went from being at-will employees to having job tenure protections.
- Development of public safety bargaining rights and application to disciplinary matters.
- Collective bargaining issues related to discipline: disciplinary standards, codes of conduct, the discipline matrix, disciplinary procedures and the use of technology.
- The impact of arbitration on public safety discipline, and legal standards governing challenges to arbitration decisions.

- Statutory approaches to Public Safety Bill of Rights.
- Statutory attacks and civilian oversight of public safety discipline systems.

Richard Poulson.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, NOVEMBER 14, 2024

9:00 Investigations, Part 1 – *Weingarten* Rights And The Investigatory Interview

- What is the *Weingarten* right to representation in disciplinary interviews?
- When does *Weingarten* apply, and what happens when *Weingarten* rights are violated?
- The importance of member education, advice of rights cards, and cell phone apps.
- Different approaches to complainant, non-employee, and employee interviews.

Ben Albrecht, Attorney at Law, Fishel Downey Albrecht & Riepenhoff LLP; and Thomas Gribbin, Attorney at Law, Willig, Williams & Davidson.

10:00 Investigations, Part 2 – *Garrity* Rights And Incrimination

- A review of Fifth Amendment *Garrity* rights, including when and how they apply.
- The differences between administrative and criminal investigations for *Garrity* purposes.
- Review the evolving law on the extent of immunity under *Garrity*.
- How does *Miranda* apply in the public safety workplace?

Ben Albrecht & Thomas Gribbin.

11:00 *Loudermill* Rights, Internal Hearings And Due Process

- What does *Loudermill* require? And what happens if the requirements are not met?
- What constitutes a *Loudermill* “hearing?” Is it really a hearing?
- Different approaches to *Loudermill* hearings – to testify or not?

Ben Albrecht & Thomas Gribbin.

12:00 Lunch (Included in registration)

1:00 Substantive Rights In Discipline: Case Studies In Just Cause

Management and labor attorneys will review substantive aspects of just cause for discipline, including progressive discipline, mitigating circumstances, the implications of training, and proportionality of punishment.

- Can public safety employees be disciplined for off-duty conduct?
- Are disciplinary demotions progressive?
- Why must disciplinary investigations be impartial?
- What is disparate treatment, and why is it so important in every discipline case?
- How can workplace training both help and hurt an employer’s case?
- Your permanent record – how does work history affects discipline matters?
- Do politics and PR matter in first responder discipline?

Ben Albrecht & Thomas Gribbin.

4:00 Adjournment

FRIDAY, NOVEMBER 15, 2024

8:30 Discipline For Social Media Use And Political Activity

- Review of evolving standards governing speech, social media and internet use by first responders.
- What was the Plain View Project, and how did employer discipline related to Plain View withstand scrutiny under just cause and constitutional standards?
- When are social media posts protected speech under the First Amendment?
- How can protections for union activity give protect comments made on the internet?
- How do just cause standards apply in the context of social media discipline. Is it better to sue or to arbitrate?
- The need for clear employer policies on social media use and the obligation to bargain.

Robert Wexler, Attorney at Law, Rains Lucia Stern St. Phalle & Silver, PC.

11:30 Adjournment

What Attendees Of Last Year's Discipline Seminar Have Said:

- › “I believe attending this seminar is absolutely paramount for gathering a good understanding of these topics to responsibly represent your members and be a contributing member of your union.” Zachary Kornoelje, Grand Rapids Police Officers Association, MI
- › “Great content that was up-to-date and relevant. It was awesome to get the management and union perspective at the same time. Overall, outstanding class and I will return for more classes.” Kristofer Knapp, Oro Valley Police Officers Association, AZ
- › “Very important topics and current trends in discipline, addressed by knowledgeable tenured instructors.” Glenn Sabey, Pomona Police Officers Association, CA
- › “From the investigative side, the information will be useful in my ongoing competence and confidence when dealing with the union side.” Colleen Altabef, Woodburn Police Department, OR
- › “I learned a lot that will help me as Police Chief to be more balanced in my disciplinary decisions.” Chris Noeller, Pueblo Police Department, CO