## Registration Information

# Public Safety Union Leadership

### February 5-7, 2025
### The Horseshoe, Las Vegas

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**Registration** Visit us at www.LRIS.com/ULV25 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 26, 2025 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/ULV25 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 January 4, 2025. 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 SBPUB5.

### The Paris

3655 Las Vegas Blvd. South
Las Vegas, NV 89109

Room rates Tuesday through Thursday nights are $139 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. Call (877) 796-2096 with group code SPPUB5.

## Seminar Materials

Each attendee will receive a link to a PDF copy of *Running A Public Safety Union*, by Rob Heun, and a digital 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 Claire@LRIS.com 30 days prior to the seminar.

## CLE Certification

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

Public Safety Union Leadership:
Strategies, Tips & Insights
Las Vegas, Nevada
February 5-7, 2025

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

*"Every single person involved in union leadership needs to attend this seminar. The information obtained is worth its weight in gold."*

*Kevin Buchanan, Rio Rancho Police and Communications Association, New Mexico*

LRIS Labor Relations Information System

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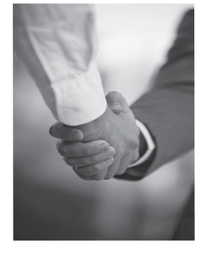
LRIS Seminars

# Public Safety Union Leadership

## Strategies, Tips & Insights



### February 5-7, 2025
### The Horseshoe
### Las Vegas, Nevada

*"In my ten years in law enforcement, I've attended hundreds of hours of training. The content, delivery, and knowledge base of the speakers was by far the most impressive I've seen. I look forward to attending more LRIS seminars."*

*Michael Cruz, Kern Law Enforcement Association, California*

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LABOR RELATIONS INFORMATION SYSTEM

# 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, FEBRUARY 5, 2025

**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.

*Richard Poulson, Attorney at Law, Partner, Willig, Williams & Davidson and Executive Director, 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 a 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.

*Richard Poulson; Will Milam, First Vice President of the Maryland State Fraternal Order of Police and Assistant Sheriff in Prince George's County, Maryland; and Sean Burrows, President, Alameda County (CA) Firefighters, IAFF Local 55.*

**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?

*Richard Poulson; Will Milam; Sean Burrows; and Derek Hsieh, Executive Director, Association for Los Angeles Deputy Sheriffs.*

**4:00 Adjournment**

**4:15 Hosted Reception**

## THURSDAY, FEBRUARY 6, 2025

**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.

*Will Aitchison, Attorney at Law, Public Safety Labor Group and Founder, LRIS; Derek Hsieh; Mike Bellamy, District Vice President, Florida Professional Firefighters; and Benny Boscio, President, Correction Officers' Benevolent Association (NY).*

**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.

*Will Aitchison; Derek Hsieh; Mike Bellamy; and Benny Boscio.*

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

**1:00 Communication Skills And Political Activity (continued)**

**4:00 Adjournment**

## FRIDAY, FEBRUARY 7, 2025

**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.

*Rick Poulson; John McGrody, Vice President, FOP Lodge 5, Philadelphia; and Scott Moseley, President, Fort Lauderdale FOP Lodge 31.*

**11:30 Adjournment**

### What Attendees Of Last Year's Union Leadership Seminar Have Said:

- "The content was great. I learned a lot and would recommend to all union members. The strategies we learned will be used in coming negotiations." Richard Martinez, Rio Rancho Police and Communications Association, New Mexico
- "Awesome amount of quality union representative information! All public safety unions should have their board members attend." John Herold, Arizona Probation Officers Association
- "Phenomenal topics covered by real subject matter experts. I loved the ability to ask questions from the panel." Jacob Rodriguez, Tumwater Police Guild, Washington
- "As a first timer I found it very informative. The speakers are masters in their fields for a reason. I look forward to attending future events." Cherell Mellace, Boston Police Patrolmen's Association - EMS Division, Massachusetts