Registration Information

The Rights Of Police Officers

June 17-19, 2026
The Horsehoe Las Vegas

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Registration Visit us at www.LRIS.com/ROPLV26 or call us at (503) 282-5440.

Fees Registration fees are $995 per person; $825 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 7, 2026 are subject to a $150 fee. Substitutions may be made at any time.

Hotel Information

Seminar attendees can book at either the Horsehoe Las Vegas or the Paris Las Vegas at exclusive rates, Tuesday through Saturday nights. A very limited number of rooms are available at these rates on Friday and Saturday nights. Reservations must be made by May 16, 2026. Reservations made after this date are subject to space availability and at prevailing rates.

The Horsehoe Las Vegas

3645 Las Vegas Blvd. South
Las Vegas, NV 89109

Room rates at the Horseshoe Las Vegas are $109 per night, single or double occupancy, plus a resort fee and tax Tuesday through Thursday nights. The rate is $149 plus the resort fee and tax on Friday and Saturday nights. Reserve using the link on the hotel tab at www.LRIS.com/ROPLV26/ or call the hotel directly at (800) 358-8777 with group code SBROP5. There is a $15 charge for reservations made over the phone. We recommend booking online.

The Paris Las Vegas

3655 Las Vegas Blvd. South
Las Vegas, NV 89109

Room rates at the Paris Las Vegas are $139 plus a resort fee and tax Tuesday through Thursday nights; $179 a night Friday and Saturday. Reserve using the link on the hotel tab at www.LRIS.com/ROPLV26/ or call the hotel directly at (800) 603-4389 with group code SPROP5. There is a $15 charge for reservations made over the phone. We recommend booking online.

Seminar Materials

Each attendee will receive a digital copy of LRIS Publications' The Rights of Law Enforcement Officers, 8th Edition, and a digital handbook containing 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. Let us know if we can provide you with any materials to assist in your application. Please contact us at info@LRIS.com at least 30 days prior to the start date.

CLE Certification

If you are an attorney and you require CLE credits from any state, please contact us at info@LRIS.com 30 days prior to the seminar.

The Rights Of Police Officers
Las Vegas, Nevada
June 17-19, 2026

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

"Attending LRIS seminars has become part of our leadership development strategy. Every new steward and E-Board member we send comes back better informed and more effective."

Scott Moseley, FOP Lodge 31 Ft. Lauderdale, Florida

LRIS Labor Relations Information System

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LRIS Seminars

The Rights Of Police Officers

June 17-19, 2026

The Horsehoe
Las Vegas, Nevada

"The seminar did not disappoint! The content was very informative and relevant to my duties and responsibilities. The presenters brought a wealth of knowledge and experience to the seminar."

Mark Swales, Michigan State Troopers Association, Michigan

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LABOR RELATIONS INFORMATION SYSTEM

The Rights Of Police Officers

AT A GLANCE

» Fair Pay And FLSA Compliance
» Legal Rights On And Off Duty
» Due Process And Just Cause Standards
» AI, Privacy, Speech And Social Media Issues
» Expert Guidance For Police Professionals

WEDNESDAY, JUNE 17, 2026

9:00 Fair Pay Rights: The FLSA For Police Officers

Understand how federal wage laws apply to law enforcement work schedules, overtime, and special assignments. Learn where agencies often go wrong on compensatory time, shift differentials, and exemptions, and how to ensure compliance that protects officers' pay.
Will Aitchison, Attorney, Public Safety Labor Group, Oregon; Ryan Hancock, Attorney, Willig, Williams & Davidson, Pennsylvania.

10:30 Contract Rights: Identifying And Enforcing Past Practices

Explore what makes a past practice binding, how to use practice evidence to interpret a collective bargaining agreement, and when long-standing practices can trigger bargaining obligations mid-contract.
Will Aitchison.

12:00 Lunch (Included in registration)

1:00 Recent Developments In Public Safety Labor Relations

A concise, high-impact review of current trends in wages, benefits, and bargaining strategies, along with analysis of recruitment and retention challenges, economic pressures, artificial intelligence in the workplace, and evolving legal standards around drug use and mental health.
Richard Poulson, Attorney, Willig, Williams & Davidson, Pennsylvania and Executive Director, LRIS.

4:00 Adjournment

4:15 Hosted Reception

THURSDAY, JUNE 18, 2026

Discipline Rights – From Interview To Arbitration

A point-counterpoint look at discipline from both sides of the table. Union and management attorneys walk step-by-step through the disciplinary process using real-world cases and practical examples.
Neil Morris, Attorney, Offit Kurman, Pennsylvania; Aaron Suder, Attorney, Houston Police Officers' Union, Texas.

9:00 The Investigatory Interview: *Weingarten* Rights In Action

Learn when and how the right to representation applies, how to educate employees, and what the best practices for both union representatives and managers are.

10:00 *Loudermill* Hearings And Pre-Disciplinary Due Process

Understand what procedural due process really requires before discipline, how to make the most of a *Loudermill* hearing, and when should an employee testify.

11:00 Making the Case: Just Cause From Both Sides Of The Table

Grasp what progressive discipline, proportionality, and mitigation in practice look like, how training plays a part in discipline decisions, and how to apply the just cause standard.

12:00 Lunch (Included in registration)

1:00 *Garrity, Miranda* And The Critical Incident

Clarify when *Garrity* protections apply, how administrative investigations differ from criminal ones, and what recent court decisions say about compelled statements and immunity.
Richard Poulson and Aaron Suder.

2:00 *Brady, Giglio* And Progressive Prosecutors

Examine how disclosure obligations affect officer employment and reputations, and what new laws and policies mean for due process, transparency, and long-term careers.
Richard Poulson and Aaron Suder

3:00 Rethinking Police Discipline: New Approaches

Explore innovative discipline models that balance accountability with recruitment and retention goals, including lessons from recent reforms and bargaining strategies for building better systems.
Richard Poulson and Aaron Suder

4:00 Adjournment

FRIDAY, JUNE 19, 2026

8:30 Privacy Rights: Marsy's Law, Cell Phones And Social Media

This session examines how evolving privacy and victims' rights statutes and case law affect police officers in the digital age. Topics include the limits of employer access to personal devices, social media speech rights, and when Marsy's Law protections apply to officers—all illustrated through recent real-world cases.
Gwen Callender, Attorney and Executive Director of Fraternal Order of Police, Ohio Labor Council, Inc.; Richard Poulson.

11:30 Adjournment

THE SPEAKERS

Will Aitchison Mr. Aitchison is a Portland, Oregon attorney who has represented over 100 law enforcement and firefighter labor organizations in five western states. He is a veteran of hundreds of public sector labor negotiations. Mr. Aitchison is the founder and former executive director of Executive Director of Labor Relations Information System.

Gwen Callender Ms. Callender is the Executive Director for the FOP, Ohio Labor Council, Inc. (OLC). Over her three decades as an attorney for the OLC, she has negotiated collective bargaining agreements and represented hundreds of OLC members in arbitrations, fact-findings, conciliations and disciplinary matters.

Ryan Hancock Mr. Hancock is a partner at the Philadelphia labor law firm of Willig, Williams & Davidson. He is recognized nationally for his work in wage-and-hour and whistleblower litigation, representing individual, union, and class clients in complex FLSA and state law matters.

Neil Morris Mr. Morris is the chair of Offit Kurman, Attorneys At Law's Philadelphia Labor and Employment Practice Group. Mr. Morris has represented employers for over 35 years. He concentrates in the areas of labor and employment, municipal labor law, employment discrimination, defamation defense, commercial litigation, and business litigation.

Aaron Suder Mr. Suder is the General Counsel of the Houston Police Officers' Union (HPOU). Mr. Suder has spent more than two decades successfully representing the interests of Houston police officers in administrative, criminal and civil matters, as well as serving as a member of the HPOU bargaining team for Meet & Confer negotiations with the City.

Richard Poulson Mr. Poulson is one of the top public safety union lawyers in the country and a senior partner with the Philadelphia law firm of Willig, Williams & Davidson. Rick has spent his career advocating for police officers, firefighters, paramedics, corrections officers and other public-safety professionals throughout the United States. Rick also serves as Executive Director of Labor Relations Information System, which provides education and training services for public safety labor relations professionals across the country.

What Attendees Of Previous Rights Of Police Officers Seminars Have Said:

- "Very informative seminar with a broad range of speakers and topics... Thank you for all the great info!" Jaclyn Benvin, Reno Police Dept., Nevada
- "Great content for me as a new union steward... The depth of cases shared was helpful. All speakers were very well spoken and interactive." Michael Spees, Grand Rapids POA, Michigan
- "The content was very well presented, well organized, and the materials were topnotch." Nicole Albert, City of Portland, Maine