

# **REPRESENTING POLICE UNIONS: A PRACTICAL SEMINAR FOR ATTORNEYS**

**October 22-24, 2014  
The Red Rock Casino Resort  
& Spa  
Las Vegas, Nevada**

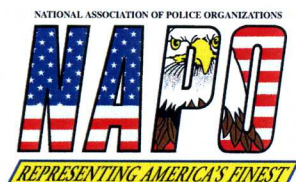
**NAPO**  
**National Association of Police  
Organizations**  
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Alexandria, VA 22314-3501

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# **REPRESENTING POLICE UNIONS: A PRACTICAL SEMINAR FOR ATTORNEYS**

PRESENTED BY

**THE NATIONAL  
ASSOCIATION OF POLICE  
ORGANIZATIONS**



**OCTOBER 22-24, 2014  
THE RED ROCK CASINO RESORT & SPA  
LAS VEGAS**

# AGENDA

## Wednesday, October 22, 2014

**8:00 Continental Breakfast (Included in registration)**

**9:00 Welcome** *Thomas J. Nee and Bill Johnson.*

**9:15 Recent Developments In Police Labor Relations**

This segment will cover significant court, regulatory, and statutory developments over the last three years, including developments with the *Garrity* and *Weingarten* rules, privacy issues, new rulings under federal statutes such as the FLSA, the ADA, the FMLA, and GINA, and recent decisions impacting the public safety workplace from the Supreme Court and other courts.

*Will Aitchison, Joseph Sandulli, and Michael Tedesco.*

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

**1:00 Bargaining and Interest Arbitration In Today's Economy**

A thorough discussion of the realities of today's meet-and-confer and interest arbitration environments, featuring leading police labor practitioners from California, the Pacific Northwest, the Midwest, and the Northeast.

*Joseph Sandulli, Stephen Silver, Sean Smoot, and Michael Tedesco.*

**4:00 Adjournment**

**4:15 Hosted Reception**

## Thursday, October 23, 2014

**8:00 Continental Breakfast (Included in registration)**

**9:00 Representation in Critical Incidents and The Brady Rule Today**

This segment will involve a basic how-to session in the fundamentals of representing officers in critical incidents, from the initial response through the disposition of the criminal and/or internal investigation. The panel will

discuss the history of the *Brady* Rule, how it came to play a huge part in law enforcement disciplinary systems, and strategies to deal with potential *Brady* issues.

*Robert Gorsky, Gary Ingemunson, J. Michael McGuinness, Michael Rains, and Michael Stone.*

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

**1:00 The Physiology and Psychology of Critical Incidents**

Recent developments in the research of the psychology and physiology of critical incidents, featuring the founder of the Force Science Institute.

*Bill Lewinski, Michael Rains, and Robert Gorsky.*

**4:00 Adjournment**

## Friday, October 24, 2014

**8:00 Continental Breakfast (Included in registration)**

**9:00 Retirement Cuts and the Contracts Clause**

The continuing controversy over cuts in pension and post-retirement health care benefits, whether the cuts implicate the contracts clauses in the federal and/or state constitutions, and the negotiability of the cuts.

*Devin Doolan, Robert Gordon, Robert Klausner, and Stephen Silver.*

**10:30 Ethical Issues Facing Police Union Lawyers**

Featuring a national legal ethics expert and instructor, a scenario-based review of the ethical issues facing police union lawyers. The panel will address a shooting scenario that eventually becomes a disciplinary case, and will look at ethical issues ranging from representation of multiple officers, representing officers while also representing the union, press statements, and the ethical issues that are raised when a city attorney tries to give advice on the scene. A separate segment will discuss the ethical principles attendant to negotiations.

*Larry J. Cohen and Panel.*

**12:30 Adjournment**

# REGISTRATION INFORMATION

Registration fee for this seminar is \$495 per person.

The fee includes attendance at the seminar, program materials submitted by the speakers, continental breakfast and refreshment breaks each day, lunch on the first two days, and a hosted reception on the first evening.

All sessions will be held at the Red Rock Casino Resort & Spa in Las Vegas

A block of rooms has been reserved for seminar attendees at the reduced conference rate of \$160.00 per night, plus 12% tax and a resort fee of \$15 per room per day. The resort fee covers daily in-room internet, daily newspaper, admission to the Fitness Center at the Resort, and scheduled shuttle transportation between McCarran International Airport and the Resort, as well as between the Resort and the Las Vegas Strip.

Use the following link or contact the hotel directly at 1-866-767-7773 and ask for the NAPO special rate to make your reservations prior to September 29, 2014 to guarantee these rates.

[https://resweb.passkey.com/Resweb.do?mode=welcome\\_ei\\_new&eventID=11237116](https://resweb.passkey.com/Resweb.do?mode=welcome_ei_new&eventID=11237116)



11011 W. Charleston Blvd.  
Las Vegas, NV 89135  
(702) 797-7777

Conveniently located on 70 acres of land at the gateway to Red Rock Canyon and just 10 miles west of the Las Vegas Strip, Red Rock Resort is just a 20-minute drive from McCarran International Airport. Red Rock offers the perfect mix of proximity to the action and distance to ensure your luxury Las Vegas vacation will not be spoiled. The Resort offers complimentary daily scheduled shuttle service to the Las Vegas Strip or airport.

# REGISTRATION FORM

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, ZIP: \_\_\_\_\_

Contact: \_\_\_\_\_

Phone #: \_\_\_\_\_

Email: \_\_\_\_\_

Name(s) of Attendee(s) as they should appear on the name badge: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

If you wish to pay by credit card, complete the following and fax it to 703.684.0515.

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Circle Card Type: Visa Amex Mastercard Discover

Card Number: \_\_\_\_\_

Amount: \_\_\_\_\_ Expiration Date: \_\_\_\_\_ Security Code: \_\_\_\_\_

Signature: \_\_\_\_\_

If you wish to pay by check, make it payable to NAPO, and mail to 317 South Patrick Street, Alexandria, Virginia 22314.

## Three Ways To Register

**MAIL** Mail registration and payment or purchase order to NAPO at 317 South Patrick Street, Alexandria, VA 22314

**FAX** Fax this page with purchase order or credit card information to (703) 684-0515

**PHONE** Call (703) 549-0775 between 9:00 a.m. and 5:00 p.m. Eastern Time, Mon. through Fri.

# SEMINAR PANELISTS

**Will Aitchison**

*Law Office of Will Aitchison, Portland, Oregon*

**Larry J. Cohen**

*Adjunct Professor of Law, Sandra Day O'Connor School  
of Law, Arizona State University*

**Devin Doolan, Jr.**

*Saul Ewing, Washington, DC*

**Robert Gordon**

*Clark Hill, Detroit, MI*

**Robert Gorsky**

*Lyon, Gorsky, Gilbert & Livingston, Dallas, TX*

**Gary O. Ingemunson**

*Los Angeles Police Protective League, Los Angeles,  
California*

**Bill Johnson**

*NAPO Executive Director and General Counsel*

**Robert Klausner**

*Klausner, Kaufman, Jensen & Levinson, Plantation, FL*

**Bill Lewinski, Ph.D.**

*Executive Director, Force Science Institute, Mankato,  
MN*

**J. Michael McGuinness**

*The McGuinness Law Firm, Elizabethtown, NC*

**Thomas J. Nee**

*NAPO President*

**Michael Rains**

*Rains Lucia Stern, Pleasant Hill, California*

**Joseph Sandulli**

*Sandulli Grace, Boston, Massachusetts*

**Stephen Silver**

*Silver, Hadden, Silver, Wexler & Levine, Santa Monica,  
California*

**Sean Smoot**

*Director & Chief Legal Counsel, Police Benevolent and  
Protective Association of Illinois*

**Michael Stone**

*Stone Busailah, Pasadena, California*

**Michael Tedesco**

*Tedesco Law Group, Portland, Oregon*

# SEMINAR INFORMATION

The National Association of Police Organizations is pleased to announce a seminar designed by and for lawyers who represent law enforcement labor organizations. Working with police union lawyer Will Aitchison, NAPO has put together an all-star lineup of presenters, including leading practitioners from all areas of the country.

The seminar will include panel presentations addressing important aspects of a public safety lawyer's practice. There will be a "how-to" segment on responding to critical incidents, as well as a presentation by Bill Lewinski, the country's foremost expert on the psychology and physiology of a critical incident. Panels will discuss the evolution of the *Brady* rule, strategies for bargaining and interest arbitration in today's economic environment, and a discussion of the current state of the law on protections given to pensions and post-retirement health insurance. The seminar will open with a review of recent developments in laws impacting public safety bargaining, with a focus on federal statutes such as the FLSA, the FMLA, and the ADA, as well as a discussion of speech and privacy issues in the public safety workplace.

The seminar will also feature a two-hour legal ethics section, led by national ethics expert Larry J. Cohen. In a change from many ethics CLEs, the ethics presentation will feature real-life ethical scenarios that are encountered by public safety labor attorneys

## CONTINUING LEGAL EDUCATION P.O.S.T CREDITS

Continuing Legal Education (including ethics) and Peace Officers Standards and Training accreditation are pending. If you have any questions about CLE or P.O.S.T. certification for your state, please contact Events Director, Elizabeth Loranger at (703) 549-0775 or [ELoranger@napo.org](mailto:ELoranger@napo.org).