

The North Dakota Fraternal Order of Police along with Labor Relations Information System seminars (LRIS) is pleased to announce upcoming training titled "Collective Bargaining and Officer Rights" to be held in Fargo, ND on September 29th- 30th, 2010. Pre-registration is required and the cost of this 2-day training is \$50 per person which includes seminar materials and lunch each day. The seminar is open to all Police Officers and Firefighters including those who are not FOP members. This training will cover items of interest for street officers to those in Administrative positions. The training will be held at the Doublewood Inn & Conference Center. There is a block of rooms available under "NDFOP" for \$72.00 (+ tax) per night. For further information on the seminar please contact event coordinator Jason Dvorak at (218) 791-1353 or email at gfpd6fifty3@yahoo.com Registration forms can be located at www.ndfop.org

Seminar Topics:

Wednesday, September 29

Presenter: Will Aitchison

9:00 Recent Developments in Law Enforcement Labor and

Personnel Issues. Developments from Congress, the Supreme Court, and lower courts. Topics will include the requirements of federal health care legislation, changes in the Americans with Disabilities Act and Family and Medical Leave Act, and a discussion of the general economic climate in which law enforcement now operates.

10:30 The Fair Labor Standards Act.

The ongoing controversy in how the FLSA applies to law enforcement officers. Topics will include how the overtime rate must be calculated, what counts as "hours worked" for FLSA purposes, the status of "donning and doffing" cases, the different standards for the use of compensatory time off, and the status of supervisors under the FLSA.

12:00 Lunch (*included in seminar registration*).

1:00 The Proposed National Collective Bargaining Bill.

The status of the bill and how it would apply to states such as North Dakota. The topics that would be mandatory for collective bargaining and the process envisioned by the bill. What the binding arbitration process is like.

2:00 Preparing for the Bargaining Process.

Selecting a bargaining team, obtaining the economic and noneconomic information necessary to begin bargaining, selecting a chief spokesperson, surveying the membership on bargaining priorities and how to write contract proposals.

3:00 Question and Answer Session

5:00 Adjournment.

Thursday, September 30

Presenter: Michael Coviello

9:00 Bargaining, From the First Session To The Last.

When and where to hold bargaining meetings, the importance of note-taking, what a "tentative agreement" is, caucuses and side-bar meetings, negotiations tactics, and the ratification process.

11:00 Politics and the Media in the Bargaining Process.

12:00 Lunch (*included in seminar registration*).

1:00 The Free Speech Rights of Police Officers.

The differing protections provided to job-related and non-job related speech. The constitutionality of "prior approval" rules for speech.

2:00 The Disciplinary Rights of North Dakota Officers.

The rules in *Garrity* and *Loudermill*, and how they apply in the North Dakota law enforcement setting.

3:00 Question and Answer Session

5:00 Adjournment.

Seminar Instructors:

Will Aitchison

Mr. Aitchison, Executive Director of Labor Relations Information System, is an Oregon attorney who has, over the course of his career, represented over 100 law enforcement and firefighter labor organizations in five western states. He is a veteran of hundreds of public sector labor negotiations and is a graduate of Georgetown University Law Center in Washington, D.C. He is the author of several books on public sector labor matters, including *The Rights of Law Enforcement Officers (6th Edition)* and *The Rights of Firefighters (4th Edition)*.

Michael Coviello

Mr. Coviello is currently the Associate General Counsel to the Grand Lodge Fraternal Order of Police, responsible to the Labor Services Division for in-house consultation, support, and training on all issues affecting law enforcement. Prior to this representation on a national level, Mr. Coviello was General Counsel to the Florida State FOP Lodge, directing all legal issues for 5300+ members. He received his Juris Doctorate from Nova University, Shepard Broad Law Center (*magna cum laude*).