



Montana Police Protective Association
 Montana Association of Chiefs of Police
2024 Annual Conference



June 17th – 21st, 2024
 DoubleTree by Hilton
 27 N. 27th Street, Billings MT
Registration Form

First Name _____ Last Name _____

Local Assoc _____ Rank _____

Mailing Address _____

City _____ State _____ Zip _____

Daytime Phone _____ Email _____

INFORMATION ABOUT YOUR GUEST

Mr. Mrs. Ms.

First Name _____ Last Name _____

Registration Fees

MPPA Member..... \$225.00
 MACOP Member..... \$225.00
 Non-Member..... \$395.00 (Training Only)
 Spouse or Guest \$100.00

Calculating Fees

Registration (meals included) \$ _____
 Spouse or guest (meals included) \$ _____
 Additional Ticket(s) _____ @ \$40.00 \$ _____
 (For Awards Banquet)

TOTAL \$ _____

HOTEL INFORMATION:

DoubleTree by Hilton 406-252-7400 **no later than May 16th, 2024** to make your room reservations. Reference Code MPP or say the Montana Police Protective Association to receive the group rate per night plus tax.

Conference Cancellation Policy: All requests for registration additions, changes, and/or refunds must be in writing (via postal mail or e-mail) and received by May 31, 2024. No Refunds or credits after June 1st, however, a substitute may be designated at any time. Refunds will be mailed after the conference. Any questions can be referred to Dan Smith at, dksmith.31238@gmail.com. **Payment must accompany registration form.**

Please make check payable to: **MPPA**. Send completed registration form and payment to: **MPPA/Dan Smith, PO Box 2911, Great Falls, MT 59403, or email to dksmith.31238@gmail.com**

Montana Police Protective Association
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2024 Conference Agenda
June 17th to 21st, 2024

• **Monday June 17th, 2024**

- 0900 – 1000 MPPA Board Meeting – Conference Room 3
- 1000 – 1300 Registration
- 1000 – 1200 MACOP Executive Board Meeting – Conference Room 3
- 1300 – 1600 Opening Ceremony and Speakers – Ballroom C
- 1600 – 2100 Vendor Showcase and Hospitality Room with Vendors – 3rd Floor

• **Tuesday June 18th, 2024**

LRIS Training "Rights of Police Officers"

- 0700 – 0900 Registration Open – 3rd Floor
- 0900 – 1200 Recent Developments In Law Enforcement Labor Issues – Ballroom C
- 1200 – 1300 Lunch with Vendors
- 1300 – 1600 Garrity, Brady, Miranda, Weingarten, and Loudermill – Ballroom C

• **Wednesday June 19th, 2024**

LRIS Training "Rights of Police Officers"

- 0730 – 0845 Breakfast – 3rd Floor
- 0900 – 1200 Just Cause for Discipline – Ballroom C
- 1200 – 1300 Lunch on your own
- 1300 – 1600 Social Media and the Freedom of Speech – Ballroom C

• **Thursday June 20th, 2024**

- 0730 – 0845 Breakfast – 3rd Floor
- 0900 – 1000 MPPA Presidents Meeting – Ballroom C
- 0900 MACOP General Meeting – Conference Room 3
- 1000 MPPA Delegates Meeting – Ballroom C
- 1200 – 1300 Lunch on your own
- 1800 – 1845 No Host Cocktail hour – Ballroom AB
- 1845 – 2100 Dinner / Awards / Speeches – Ballroom AB

• **Friday June 21st, 2024**

- **Travel Home**

2024 Conference Agenda
June 17th to 21st, 2024

Detailed training agenda

Tuesday, June 18, 2024

9:00 Recent Developments In Law Enforcement Labor Issues

Recent developments from around the country in the area of public safety labor relations.

1. Police reform legislation, the latest round. Where has it happened, what has it done, and implications for the future.
2. A review of national trends on wages and benefits, the impact on wages of the national police recruiting crisis, and the evolution of thinking on police-fire parity.
3. The swirl of litigation around cell phones. The privacy rights officers have (or do not have) in their personal cell phones, employer-issued cell phones, and personal cell phones for which the employer pays a subsidy. How public records laws may make personal cell phone records subject to disclosure.
4. The evolving caselaw on whether body camera policies are negotiable, and what the evidence is showing about how body cameras influence metrics such as the use of force, citizen complaints, and officer injuries.
5. What's happening with the FLSA? A review of FLSA litigation involving numerous law enforcement agencies.

Richard Poulson, Attorney at Law, Willig, Williams & Davidson.

12:00 Lunch

1:00 Garrity, Brady, Miranda, Weingarten, and Loudermill.

1. The five essential rules of disciplinary procedure, and where and how they apply.
2. The Garrity rule in internal affairs investigations, critical incidents, and day-to-day interactions between management and labor.
3. The national pushback against what are perceived to be the overly harsh interpretations of Brady, and how police administrators, the courts, arbitrators, and state legislatures have altered decision-making on dishonesty issues.
4. The right to representation under the Weingarten rule, and whether witnesses have the right to representation in internal affairs interviews. What the union representative can and cannot say and do when representing a member.
5. Police reform legislation, Garrity, and Weingarten – unintended (or intended) impacts.

Richard Poulson, Attorney at Law, Willig, Williams & Davidson.

4:00 Adjournment

2024 Conference Agenda
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Detailed training agenda

Wednesday, June 19, 2024

9:00 Just Cause For Discipline

1. A review of the 12 tests for just cause for disciplinary action.
2. Progressive discipline, mitigating circumstances, and the employer's burden of proof in discipline cases.

Richard Poulson, Attorney at Law, Willig, Williams & Davidson.

10:00 Medical and Personal Privacy Issues – Marijuana Use and Policing

1. State and federal statutory approaches to medical/recreational marijuana use.
2. Marijuana and firearm possession and use restrictions.
3. Impairment standards and bargaining over drug testing policies.
4. How the ADA, the FMLA, and other federal laws interact to create privacy rights for officers' medical information.
5. Other statutory and constitutional protections of officers' personal privacy.

Richard Poulson, Attorney at Law, Willig, Williams & Davidson.

12:00 Lunch

1:00 Social Media And Freedom Of Speech

1. The emerging rules of discipline for off-duty and on-duty use of social media. Labor board decisions on the potentially protected status of social media communication.
2. The need for clarity in an employer's rules.
3. A police officer's freedom of speech and privacy rights.
4. Political activities by police officers.
5. Speech criticizing the performance of the department or its supervisors.

Richard Poulson, Attorney at Law, Willig, Williams & Davidson.

4:00 Adjournment