Logo, company name

Description automatically generated

LABOR LAW TRAINING CONFERENCE

July 10, 2025 | July 11, 2025

**Day 1: “Contract Negotiations and the Collective Bargaining Rights of Washington Public Safety Labor Organizations”**

**Date:** July 10, 2025 **Time:** 8:00 a.m. – 5:00 p.m.

Key Topics

* Negotiating a contract: Tactics and Techniques
* Emerging Trends in Public Safety Labor Contracts: Navigating through Troubled Waters
* The Right to Collective Bargaining: What is Negotiable and What is a “Management Right”
* Unfair Bargaining Tactics: What They Are and What You Can Do About Them
* Interest Arbitration: How to Prepare and What to Expect
* Interpreting and Administering Your Contract: Common Problems and Issues
* Getting Paid Your Due: The Hour and Overtime Requirements of the Fair Labor Standards Art

**Day 2: “Rights of Washington Public Safety Labor Organizations and Their Members” Date:** July 11, 2025 **Time:** 8:00 a.m. – 5:00 p.m.

Key Topics

* Discipline Investigations: Important Pre-disciplinary Rights of Your Members Including Garrity, Weingarten and Loudermill
* “Just Cause” Discipline: What It is and How to Enforce Your Members’ Rights to It
* Common Types of Discipline Issues Facing Public Safety Labor Organizations and What to do About Them
* You Have Constitutional Rights Too: The Rights of Public Safety Employees to Free Speech, Privacy and Other Important Civil Rights
* Rights Critical Incidents Situations: What Every Public Safety Employee Needs to Know
* Facing Disabilities: Identifying and Protecting the Rights of Employees with Medical Limitations
* Handling Grievances: Complying with the “Duty of Fair Representation” That You Owe Your Members
* Being Left Alone When You’re Just Doing Your Job: The Right of Union Representatives to be Free From Discrimination and Retaliation

|  |  |
| --- | --- |
| **Training Conference Held at:**  Hilton Garden Inn 1800 NW Gilman Blvd Issaquah, WA 98027  [Book A Room - Hilton Reservation Room Rental](https://www.hilton.com/en/attend-my-event/seaisgi-cac709-5a34d64a-9654-4428-8460-28161684555/)  **Questions or comments?**  Email us at [**clinelawfirm@clinelawfirm.com**](mailto:clinelawfirm@clinelawfirm.com)or call **206-838-8770** | **Sign Up Now!**  Fill out the registration form attached and return it to Cline & Associates. |
| **CONFERENCE FEE:** $200.00 per day – Fee discounted to $175.00 per day for Cline & Associates Clients and Premium Website Subscribers |

Logo, company name

Description automatically generated

LABOR LAW TRAINING CONFERENCE REGISTRATION FORM

**Please register for one or both training conferences using this registration form:**

|  |  |  |
| --- | --- | --- |
| **Total Attendees** |  | **\_\_\_\_\_$200.00 for non-clients**  **\_\_\_\_\_$175.00 for Cline & Associates Clients and Premium Website Subscribers** |
| **Total $** |  |

ATTENDEE CONTACT INFORMATION

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Guild Name** | **Name of Attendee** | **Email Address** | **Phone Number** | **Day 1** | **Day 2** |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| **Please note any dietary restrictions and email those to** [**clinelawfirm@clinelawfirm.com**](mailto:clinelawfirm@clinelawfirm.com) | | | | | |

**Please make check payable to: Cline & Associates.**

**Training Conference Fee Includes:**

* Continental Breakfast
* Lunch Buffet
* Snacks and Drinks Made Available Throughout the Day
* Complimentary Happy Hour Following Thursday’s Training at Hilton Garden Inn; and
* A Free Copy of Jim Cline’s Revised and Published Book: *The Rights of Washington Public Safety Employees: Representative Manual, 2nd Edition*
* Supplemental Training Materials to Assist in Day-to-Day Contract Administration

**Mail Payment To:** Phone: 206-838-8770

Cline & Associates Fax: 206-838-8775

1606 Huckleberry Circle [Email: clinelawfirm@clinelawfirm.com](mailto:clinelawfirm@clinelawfirm.com)

Issaquah, WA 98029 [www.clinelawfirm.com](http://www.clinelawfirm.com)