



Montana Police Protective Association  
 Montana Association of Chiefs of Police  
**2023 Annual Conference**

June 19<sup>th</sup>-23<sup>rd</sup>, 2023  
 DoubleTree by Hilton  
 27 N. 27<sup>th</sup> Street, Billings, MT



**REGISTRATION FORM**

**INFORMATION ABOUT YOU ...**

Mr.  Mrs.  Ms.

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

**COSTS ...**

<b>Registration Fees</b>		<b>Calculating Fees</b>	
MPPA Member.....	\$225.00	Registration (meals included) \$	<input type="text"/>
MACOP Member.....	\$225.00	Spouse or guest (meals included) \$	<input type="text"/>
Non-Member.....	\$395.00	Additional Ticket(s) <input type="text"/> @ \$40.00 = \$	<input type="text"/>
(Training only includes breakfast)		(For Awards Banquet)	
Spouse or Guest .....	\$100.00		
Awards Banquet Only (non-member). \$	40.00	<b>TOTAL</b> \$	<input type="text"/>

**HOTEL INFORMATION:**  
 Double Tree by Hilton 406-252-7400 **no later than June 4th 2023** for block rate 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, 2023. 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](mailto:dksmith.31238@gmail.com)

**2023 Conference / Training Agenda**  
**June 19th – 23<sup>rd</sup>, 2023**

---

• **Monday June 19<sup>th</sup>, 2023**

- 0900-1000 Presidents Meeting
- 1000-1200 MPPA Delegate Meeting
- 1200-1300 Lunch on your own
- 1300-1330 PORAC
- 1330-1400 MPPA Foundation
- 1400- ? Unfinished business
- 1400-1900 Registration
- 1900-2100 Hospitality Room

• **Tuesday June 20<sup>th</sup>, 2023**

**“Collective Bargaining for Public Safety Employees”**

- 0700-0900 Registration Open
- 0730-0900 Breakfast
- 0900-1100 **LRIS** Introduction / Recent Developments in Public Safety Labor Issues
- 1100-1200 What Is Negotiable, And Why
- 1200- 1300 Lunch on your own
- 1300 -1500 **LRIS** Past Practice, management rights, and maintaining the Status Quo
- 1500-1600 **LRIS** Bargaining in today’s economic environment; Trends and Basic principles
- 1500-1700 **MACOP** E-Board meeting
- 1900-2100 Hospitality Room

• **Wednesday June 21<sup>st</sup>, 2023**

**“Collective Bargaining for Public Safety Employees”**

- 0730-0900 Breakfast
- 0900-1200 **LRIS** The nuts and bolts of bargaining, bargaining strategies, and media relations
- 0900-1700 **MACOP** general membership meeting
- 1200-1300 Lunch on your own
- 1300-1600 **LRIS** The nuts and bolts of bargaining, bargaining strategies, and media relations continued
- 1900-2100 Hospitality Room

**2023 Conference / Training Agenda**  
**June 19th – 23<sup>rd</sup>, 2023**

---

- **Thursday June 22nd, 2023**      **“Collective Bargaining for Public Safety Employees”**
  - 0730-0830      Breakfast
  - 0800-1200      **MACOP** Training
  - 0830-1130      **LRIS** When you can’t get a deal
  - **LRIS** What you need to know about Interest Arbitration
  - 1130-1300      Lunch on your own
  - 1300-1700      **MACOP / MPPA joint meeting**
  - 1300-1315      Welcome introduction – Chief St. John
  - 1315-1330      Introduction of both boards- Presidents to introduce
  - 1330-1400      POST
  - 1400-1430      MLEA
  - 1430-1445      MLEM
  - 1445-              DCI
  - 1500                AG Knudsen
  - 1800-1845      No Host Cocktail Hour
  - 1845-2100      Dinner, Awards, Speeches
  
- **Friday June 23rd, 2023**      **Travel Home**

**Detailed Training Agenda**  
**June 20, 2023**

---

***Tuesday, June 20, 2023***

**9:00 Introduction and Recent Developments in Public Safety Labor Issues**

Recent developments from around the country in the area of public safety labor relations, including:

- A review of wage and benefit settlements over the last six months in public safety agencies.
- Police reform legislation, and how it can impact all public safety employees.
- The new world of social media discipline.
- Phones, flash drives, GPS trackers, and other electronic equipment.
- How the privacy rights of employees depend upon the circumstances.

*Anil Karia.*

**11:00 What Is Negotiable, And Why**

- What are the sorts of wages, hours, and working conditions that are mandatory for bargaining?
- The difference between bargaining over an employer's decision and bargaining over the impacts of the decision.
- Hot negotiations issues: including equipment such as GPS systems and body cameras, workplace safety, staffing, communicable disease policies, health care, work schedules, etc.

*Anil Karia.*

**12:00 Lunch**

**1:00 Past Practice, Management Rights, And Maintaining The Status Quo**

- How something becomes a "past practice," and the significance of a past practice.
- How the obligation to bargain over mandatory subjects of bargaining can limit an employer's ability to make changes in past practices.
- The process by which mid-term bargaining occurs and is resolved.
- Management rights and maintenance of benefits clauses: how do they work and how are they related?

*Anil Karia*

**3:00 Bargaining in Today's Economic Environment: Trends and Basic Principles**

- A review of national economic projections, including projections for the Consumer Price Index and other national indices that impact an employer's ability to pay.
- Current projections for increases in medical costs.
- The different strategies taken by public safety employers and unions in bargaining in difficult times.

*Anil Karia.*

**4:00 Adjournment**

**Detailed Training Agenda**  
**June 21-22, 2023**

---

***Wednesday, June 21, 2023***

**9:00 The Nuts & Bolts of Bargaining, Bargaining Strategies, And Media Relations**

A thorough discussion of the mechanics of collective bargaining.

- Preparing and maintaining a bargaining strategy.
- Keeping a contract notebook.
- Preparing for the meet-and-confer process.
- The composition of the bargaining team and the roles played by different bargaining team members.
- Selecting comparable jurisdictions and total compensation analysis, including cost of living, workload and productivity, local labor markets, cross-classification analysis, and other topics which are raised in an assessment of wages and benefits.
- How one goes about proving bargaining history.
- The significance of a tentative agreement.
- The different types of bargaining concessions that are occurring, including furloughs, retirement adjustments, wage freezes and reductions, and health insurance changes.
- Non-economic benefits in exchange for economic concessions. Is the traditional structure still in place?
- Dealing with constituencies – union members and elected officials – during difficult economic times.
- The increased focus on politics and media relations, and the implications of getting the public involved in the bargaining discussion.

*Jonathan Downes and Rick Poulson.*

**12:00 Lunch**

**1:00 The Nuts & Bolts of Bargaining, continued from morning session.**

**4:00 Adjournment**

***Thursday, June 22, 2023***

**8:30 When You Can't Get a Deal; What You Need to Know About Interest Arbitration**

- What is Interest Arbitration and/or Factfinding?
- How does the process work?
- How do arbitrators make their decisions?
- How do I prepare for Arbitration/Factfinding?
- Strategies you need to know

*Dave Gaba*