

The Pinsky Law Group announces:

The 13th Annual

Fire & EMS

Law & Management Conference

**IN PERSON OR STREAMED LIVE AT THE
TURNING STONE RESORT & CASINO!**

March 25 - 28, 2021

Preparing leaders to conquer the legal
issues that face them.

- ◆ *Fire District Commissioner Mandated Training*
- ◆ *Training for chiefs, line officers, executive officers and members*
 - ◆ *Lectures for Fire & EMS agencies*

**The law firm that represents approximately 500 fire departments, fire
districts and ambulance services throughout N.Y.S.**

Attorney Advertising

DAY	TIME	CONFERENCE SCHEDULE		
Thurs:	9:00 am - 5:00 pm	Conference Check in		
	1:00 pm - 5:00 pm	The Challenges Leaders Face		
Fri:	8:00 am - 5:00 pm	Conference Check in		
	9:00 am - 10:00 am	Introduction to Prevailing Wage Laws	Common LOSAP Mistakes	Physical Fitness to Prevent Injuries
	10:15 am - 12:00 pm	A Primer on SEQR	Investigative Techniques for Disciplinary Matters	
	1:00 pm - 3:00 pm	Fire District Commissioner Training: Including Secretary & Treasurer Training Day 1	By-Law Changes to Make Now	
	3:15 pm - 5:00 pm		"I Spy:" Privacy in the Station	
Sat.	8:00 am - 11:00 am	Conference Check in		
	7:00 am - 9:00 am	Breakfast		
	9:00 am - 12:00 pm	Fire District Commissioner Training: Day 2	Legal Issues that Get Leaders in Trouble	
	12:15 pm - 1:15 pm	Municipal Control Over Fire Departments (open to everyone)	How to Lose New Members Quickly	
	1:15 pm - 2:30 pm	Lunch		
	2:45 pm - 4:45 pm	Rebuilding the Emergency Service Organization For This Century		
Sun.	10:00 am - 12:00 pm	Officer Development & Leadership Success in the Volunteer Emergency Service		

DESCRIPTION OF CLASSES

THURSDAY (Pre-Conference Program)

The Challenges Leaders Face: Out of nowhere, you are faced with a serious dilemma in the station. After some thought, you make what seems like the “right” decision, and all of a sudden, you are the one in the hot seat for your decision. Perhaps you face an angry public or perhaps your membership is furious. Maybe you were called into “the office” to face charges. Worse, you end up a defendant in a lawsuit. Who looks out for you? Who has your back? Who supports “your” decisions? In this fast-paced presentation, we will have you face some common challenges and present the best way to handle them.

FRIDAY

Introduction to Prevailing Wage Laws: Almost every government project, large or small, must be paid for at the “prevailing wage”. Failing to comply can result in a felony or misdemeanor conviction and huge fines and penalties! This lecture will provide you with everything you need to know to avoid a visit from the district attorney or Department of Labor!

Common LOSAP Mistakes: Awarding LOSAP points may seem “straight forward” but we see departments making serious errors every year. This quick lecture focusses on the most common errors we make in operating our LOSAP programs.

Physical Fitness to Prevent Injuries: Injuries to volunteers and employees are expensive, mostly preventable and unnecessary. As we increase in age, our bodies become less adept to the strains many tasks place on us. Fortunately, many of these injuries can be prevented from some basic exercises and training. This quick lecture will assist you in implementing a very “workable” program for agencies of all types.

A primer on SEQR: Every fire district commissioner needs to know how to handle the SEQR process. If you fail to get it right, your project can be declared invalid and your funding will be terminated. This lecture will give you the basics on what you need to know!

Investigative Techniques for Disciplinary Matters: Perhaps one of the most common lawsuits we see today involves a botched disciplinary process. Frequently, the legal challenge begins with a poorly or even “illegally” conducted investigation. Learn how to properly conduct disciplinary investigations that hold up at a hearing or in court and avoid having “you” being named as the defendant

Fire District Commissioner Training including Treasurer & Secretary Training: Newly elected commissioners are required to obtain at least 6 hours of training within the first 270 days of taking office. Instead of cramming the training into one long day, this two day lecture provides additional hours for questions and moves at a slower pace through both basic and challenging issues facing commissioners. This training is approved by the Comptroller. Treasurer & Secretary Training is on Day 1 only.

By-Law Changes to Make Now: Corporations and their bylaws are governed by the law, and the law was recently amended. Failure to comply with these laws can result in personal financial liability, loss of death and disability benefits, overturned elections, unauthorized purchases, improper votes, and worse. A well drafted set of bylaws and policies will protect the members, directors and officers of the corporation. Learn about the issues you must address and how to implement vital bylaws and policies before trouble arises.

DESCRIPTION OF CLASSES CONTINUED

FRIDAY Cont.

“I Spy”: Privacy in the Station: The privacy rights of your employees/volunteers are protected by federal and state laws, and if you violate these rights, you can be faced with felony charges! However, the agency has rights as well. Learn how to protect both the agency and its employees/volunteers and avoid ending up in court!

SATURDAY

Fire District Commissioner Training, Day 2: Perhaps the most challenging issue in a fire district is the relationship between the district and its members. This lecture addresses every area where the district has and lacks control over the members. The failure to address some of these issues can result in a loss of death and disability benefits! This second day of fire district commissioner training is open to everyone.

Legal Issues that Get Leaders in Trouble: It should never surprise anyone why they end up as a Defendant in a lawsuit, as the most common reasons are in fact “common”. You need to know how to avoid certain issues and when you should not back down. This presentation will challenge you to react to various scenarios and evaluate the consequences.

How to Lose Members Quickly: Recruiting members is hard enough, but losing them in the first year is simply painful! Fortunately, there are several common reasons why we lose members and most of them are preventable! We will review the causes of rapid turnover and provide you with solutions to help you increase and retain your newest members.

Rebuilding the Emergency Service Organization For This Century: It is time to reconsider how we operate our organizations as we cannot continue to run them the same way we did 100 years ago. The challenges of today are not those we faced even two decades ago. This interactive discussion presents cutting edge changes to address recent challenges. The solutions we propose are intended to ensure that your organization survives another 100 years.

SUNDAY:

Office Development & Leadership Success in the Volunteer Emergency Service: This presentation focuses on the unique challenges faced by volunteer officers on the operational and administrative sides of the house. The first half of the presentation highlights the important role officers play in not only shaping the overall culture of the organization but in taking care of the organization. The second half of the presentation focuses on eight proven leadership traits everybody in an organization should concentrate on to create a more unified and harmonious operation.

CONFERENCE PRESENTERS:

Bradley Pinsky, JD/MHA (Past Chief)
David Garwood, J.D.
Tom Merrill, Commissioner (Past Chief)
Reuben Pruitt

Registration Form: 13th Annual Fire & EMS Law & Mgt Conference: Due by March 1, 2021

Mail Registration form and check or money order to:
Pinsky Law Group, PLLC, 5789 Widewaters Parkway, Syracuse, NY 13214

Each attendee should complete a form. Copy as needed.

Name: _____ Organization: _____

Phone: (____) _____ Fax: (____) _____

Mailing Address: _____ City: _____

State: _____ Zip: _____ Email: _____

It is important to give us the attendee's own email for updates and announcements about the conference

SEMINARS YOU PLAN TO ATTEND:

Thursday:

_____ The Challenges Leaders Face

Friday:

_____ Introduction to Prevailing Wage Laws

_____ Common LOSAP Mistakes

_____ Physical Fitness to Prevent Injuries

_____ A Primer on SEQR

_____ Investigative Techniques for Disciplinary Matters

_____ Fire District Commissioner Training: Including Secretary & Treasurer Training Day 1

_____ By-Law Changes to Make Now

_____ "I Spy:" Privacy in the Station

Saturday:

_____ Fire District Commissioner Training: Day 2 Municipal Control Over Fire Departments

_____ Legal Issues that Get Leaders in Trouble

_____ How to Lose New Members Quickly

_____ Rebuilding the Emergency Service Organization For This Century

Sunday:

_____ Officer Development & Leadership Success in the Volunteer Emergency Service

<p>HOW ARE YOU ATTENDING? CHECK ONLY ONE</p> <p>_____ IN PERSON</p> <p>_____ LIVE STREAM - ONLINE</p>
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REGISTER EARLY AS SPACE IS LIMITED!

**Call Turning Stone directly 1-800-771-7711 to make hotel accommodations
in order to receive the discounted rates!!**

(Wed or Thurs \$140 each night, Fri & Sat \$185 each night)

Turning Stone Inn (800) 771-7711 (Fri & Sat \$89.00 each night)

***Do not make reservations online.**

Cost

\$250 per attendee

Check or money order only!

NO REFUNDS AFTER MARCH 1, 2021

Includes:

Saturday: Breakfast and Lunch

All conference materials

Call with questions (315) 428-8344 Ext. 14 ask for Nicole or

Visit our website at www.pinskylaw.com

***IF WE CANNOT HOLD THE CONFERENCE IN PERSON, THE CONFERENCE WILL BE
HELD LIVE, ONLINE AT THE SAME TIMES, WITHOUT REFUND***