

The Pinsky Law Group announces:

The 14th Annual

Fire & EMS

Law & Management Conference

**IN PERSON AT THE TURNING STONE
RESORT & CASINO!**

March 31 - April 3, 2022

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	Combating Negativity in the Emergency Service Organization	
Fri:	8:00 am - 5:00 pm	Conference Check in	
	9:00 am - 11:15 am	Why People Will and Will Not Join Your Organization	
	11:30 am - 12:30 pm	Fire District Commissioner Training: Including Secretary & Treasurer Training Day 1	Your Right to Force Entry into a Building
	1:30 pm - 3:00 pm		How to Ruin Your Career, in a Few Easy Steps
	3:15 pm - 5:00 pm		The End of a Chief's Term: Making the Transition Easier for Everyone
Sat.	8:00 am - 11:00 am	Conference Check in	
	7:00 am - 9:00 am	Breakfast	
	9:00 am - 10:15am	Fire District Commissioner Training: Day 2	New York's New Law: Displaying Symbols of Hate and Free Speech
	10:30 am - 12:00 pm	Municipal Control Over Fire Departments (open to everyone)	How Leaders are Tricked into Violating the Rights of Others
	12:00 pm - 1:15 pm	Lunch	
	1:30 pm - 3:00 pm	Dealing With the Difficult Leader	
	3:15 pm - 4:45 pm	Marijuana and the Emergency Services	
Sun.	10:00 am - 12:00 pm	History, Heritage and Pride	

DESCRIPTION OF CLASSES

THURSDAY (Pre-Conference Program)

Combating Negativity in the Emergency Service Organization: You joined for the excitement, but the complaining makes you want to pull your hair out! Have you ever wondered why members quit or why no one wants to hang out at the station any longer? Maybe they are tired of listening to all of the negativity. Fear not, as all is not lost! We will examine the reasons for all of the negativity, examine the impact, teach you how to diagnose the root of the problem, and propose solutions.

FRIDAY

Why People Will and Will Not Join Your Organization: The volunteer fire and EMS services are dying and we need a cure! Solving the recruitment and retention dilemma requires a deep understanding of why volunteers will join and will quit. The critically important session will take a painfully honest look at our organizations, our leaders and our communities. The goal of the presentation is to help you create an organization that more people want to join and fewer will want to quit. The time to act is now.

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.

Your Right to Force Entry into a Building: The Fourth Amendment of the Constitution and New York State's laws govern the rights of fire and EMS personnel to enter, search and remain in a building. What do you do when you are told to stay out or to vacate a building? What are your obligations when the police ask you to open a locked door? Find out the answer to these questions and avoid "opening" pandoras box.

How to Ruin Your Career, in a Few Easy Steps: This humorous lecture is provided at the expense of those poor souls who ruined their careers without even knowing it was happening. Learn from the horrible mistakes of others and keep your career intact.

The End of a Chief's Term: Making the Transition Easier for Everyone: How you treat the outgoing Chief and how the outgoing Chief reacts to the end of the term will affect the entire fire/EMS organization. A bad separation can tear an organization in half and may create destructive infighting. This session will present model programs and practices to avoid when it is time for the Chief to "move on".

DESCRIPTION OF CLASSES CONTINUED

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.

New York's New Law: Displaying Symbols of Hate and Free Speech: In late 2021, New York passed a new law which prohibits an emergency service entity from displaying a symbol of hate. What does this mean for us and how are we to address the issues that will arise? Is the law even constitutional? Will you face liability for violating the law? This session will predict the pitfalls of this dangerous, new law.

How Leaders are Tricked into Violating the Rights of Others: Chances are, those who desire to hurt you have a plan. These plans often involve tricking you into reacting and violating their rights. Then, you become the subject of disciplinary action or a law suit. Fortunately, our presenter knows the tricks better than they do.

Dealing with the Difficult Leader: You all have them, and we all tolerate them. However, they make our lives and experiences miserable sometimes! How do chiefs deal with difficult commissioners? How do commissioners deal with difficult chiefs? How does an EMS Board handle a temperamental Director of Operations? Learn how to make everyone's life easier and more enjoyable with some ingenious suggestions and approaches to these difficult individuals.

Marijuana and the Emergency Services: Like it or not, cannabis is now legal in NYS both for recreational and medicinal purposes. Ignore the issues and you may face discrimination and disability claims. This session will address the new law and the challenges that the emergency service entity will definitely encounter and help your organization avoid liability.

SUNDAY:

History, Heritage and Pride: The Fire & EMS systems are rich with tradition, heritage and honor but some of our members have lost the lessons from our past. While it is very important for our agencies to change and adapt as time marches on, it is equally as important to preserve the stories, histories, traditions and customs, lest they be lost to the dust of time. This most entertaining session will trace the history of the fire and EMS services and help you instill pride in your members.

CONFERENCE PRESENTERS:

Bradley Pinsky, JD/MHA (Past Chief)
Curt Varone, J.D. (Ret. Deputy Chief)
Chip Comstock, J.R. (Chief)
Tom Merrill, Commissioner (Past Chief)