

Pinsky Law Group Announces

The 16th Annual Fire & EMS Law & Management Conference

APRIL 4-7, 2024

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.

In person at the
**Turning Stone
Resort & Casino**

Conference registration is also available on our website at www.pinskylaw.com, with a credit card.

| DAY | TIME | CONFERENCE SCHEDULE | | |
|-------|---------------------|---|----------------------------------|-------------------------------------|
| THURS | 9:00 am – 5:00 pm | Conference Check-In | | |
| | 1:00 pm – 5:00 pm | Protecting Your Agency’s Reputation | | |
| FRI | 8:00 am – 5:00 pm | Conference Check-In | | |
| | 9:00 am – 11:00 am | Fire District Commissioner Training, including Secretary and Treasurer Training, Part 1 | Professionalism, Passion & Pride | |
| | 11:15 am – 12:30 pm | | First Amendment Issues | Best Practices in Ambulance Billing |
| | 1:30 pm – 3:00 pm | Fire District Commissioner Training, Part II | Disability Discrimination Claims | |
| | 3:15 pm – 5:00 pm | | Employee Overtime Liability | Disciplining Volunteers |
| | 5:30 pm – 6:30 pm | Attendee Reception | | |
| SAT | 8:00 am – 11:00 am | Conference Check-In | | |
| | 7:00 am – 9:00 am | Breakfast | | |
| | 9:00 am – 10:00 am | Prevailing Wage | Incentivizing Volunteers | |
| | 10:15 am – 12:15 pm | Personal Liability of First Responders | | |
| | 12:15 pm – 1:15 pm | Lunch | | |
| | 1:30 pm – 3:00 pm | FOIL & Open Meetings Law | Must Have Policies | |
| | 3:15 pm – 4:45 pm | Building a Team | | |
| SUN | 10:00 am – 12:00 pm | Attorney Round Table | | |

The 16th Annual Fire & EMS Law & Management Conference

THURSDAY (PRE-CONFERENCE PROGRAM)

Protecting Your Agency's Reputation

The public's trust is vital to our existence, yet our actions can jeopardize our relationship with the public. One bad decision can cause us to lose funding, membership, grants, lawsuits, trust and respect. We can learn from the unfortunate and occasionally funny stories from across the nation.

FRIDAY

Fire District Commissioner Training Including Treasurer & Secretary Training

This highly interactive course provides intensive but easy to understand information for commissioners, secretaries and treasurers. This training is approved by the Comptroller. Treasurer & Secretary Training is the first half of Friday until 12:30.

Professionalism, Passion & Pride

Volunteers must learn to provide their community with a professional level of service as well as manage their department in a professional manner. They must recognize that it is their own personal passion that will keep them focused on the mission and learn to appreciate that they are part of a special calling. This presentation that will outline the steps that can be taken to help all volunteers be professional, passionate, and proud.

First Amendment Issues

This session will address free speech issues which cause us so much legal trouble, such as social media, tattoos, and stickers. The department needs to protect its reputation, but members have the right to express themselves freely.

Best Practices in Ambulance Billing

Billing carries risks of criminal and civil penalties for the leadership of an organization. Learn about the important steps you can take to prevent liability.

Disability Discrimination Claims

One of the most common lawsuits involves disability discrimination claims. Not everyone is meant to be a first responder, but some people think that they have the right to belong regardless of their physical, mental or health limitations. Where is the line and how do you prevent this liability?

Employee Overtime Liability

Failing to pay your employees the correct overtime rates can cost you! Agencies also pay salaries to employees that should be paid hourly as they fail to understand the federal and state laws that regulate that decision. Avoid the pain and get it right.

Disciplining Volunteers

So many lawsuits result from failing to follow the law and denying constitutional protections to your volunteers. Learn the causes for discipline, the proper methods of investigating and disciplining, and obtain the policies that you need to follow!

SATURDAY

Prevailing Wage

Failing to pay prevailing wages to contractors can result in a felony charge against the fire commissioners and some fire departments, yet so many districts and departments constantly violate the law. Learn the rules and avoid jail!

Incentivizing Volunteers

Our state laws do not provide too many ways to reward our volunteers, but we have some creative ideas to assist you! This fast fire session will promote some novel methods to keep volunteers happy.

Personal Liability of First Responders

District Attorneys across the nation are charging first responders with crimes, and lawyers are suing them personally. In almost all instances, it was avoidable. While this will be a funny session, it's your freedom and money on the line!

FOIL & Open Meetings Law

Fire districts, fire departments and some ambulance companies must comply with FOIL and the OML, but we fail to understand their complexity. Compliance can create huge burdens, and failing to understand the laws can lead to court imposed penalties. Moreover, these are actually interesting issues!

Must Have Policies

Policies prevent problems, and lack of policies foster lawsuits. Write them incorrectly, and they will be used against you. Learn what policies you need and how to draft them correctly.

Building a Team

Teamwork saves lives and gets us through the tough times, but infighting prevents us from accomplishing our goals. While our leaders have risen through the ranks, we have little training in building a team. Learn to build the team environment of which you always dreamed!

SUNDAY

Attorney Round Table

Fire away, because we answer everything without billing you! Pick the brains of some very experienced attorneys and let us guide you to the correct answers.

Conference Presenters

BRADLEY PINSKY, J.D./M.H.A.
Past Chief

CURT VARONE, J.D.
Ret. Deputy Chief

**ZACHARY
LONGSTRETH, J.D.**

CHIP COMSTOCK, J.D.
Chief

TOM MERRILL, COMMISSIONER
Past Chief

FRANK ORLANDO

Registration Form Due by **March 1, 2024**

Mail registration form and check or money order to:
Pinsky Law Group, PLLC, 4311 East Genesee Street, Syracuse, NY 13214

Each attendee should complete a form. Copy as needed. **Register early as space is limited!**

NAME

ORGANIZATION

PHONE

FAX

MAILING ADDRESS

CITY

STATE

ZIP

PERSONAL EMAIL

SEMINARS YOU PLAN TO ATTEND:

THURS ☐ Protecting Your Agency's Reputation

- FRI** ☐ Fire District Commissioner Training, including Secretary and Treasurer Training, Part 1
☐ Professionalism, Passion & Pride
☐ First Amendment Issues **or** ☐ Best Practices in Ambulance Billing
☐ Fire District Commissioner Training, Part II
☐ Disability Discrimination Claims
☐ Employee Overtime Liability **or** ☐ Disciplining Volunteers
☐ Attendee Reception

- SAT** ☐ Prevailing Wage **or** ☐ Incentivizing Volunteers
☐ Personal Liability of First Responders
☐ FOIL & Open Meetings Law **or** ☐ Must Have Policies
☐ Building a Team

SUN ☐ Attorney Round Table

Call Turning Stone directly at 1-800-771-7711 to make hotel accommodations.

Call Hampton Inn Verona directly at (315) 363-3801 and ask for the Pinsky Law Group block to make accommodations there.

\$375 Per Attendee

Includes Saturday Breakfast and Lunch

NO REFUNDS after March 1st, 2024

Pay by check, money order, or online with credit card.

Questions? Call Nicole at (315) 428-8344 or email npinsky@pinskylaw.com

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