



Labor Relations Program (LRP)

PORAC's LRP financial grant program assists small associations in developing expertise in the area of labor negotiations and leadership.

Applications for reimbursement grants can be found at *porac.org*. Grants are provided by PORAC for training courses in labor negotiations and leadership for small association members.

To qualify for this grant, you must meet the following criteria:

- You must be an Active member association within PORAC
- The total number of authorized sworn personnel in your department must total 30 members or less

*(Applications are submitted and approved
by PORAC)*

Peace Officers Research Association of California

*Non-profit organization by Peace Officers
for Peace Officers, established in 1953*

**PORAC is a professional federation of
local, state and federal public safety
associations. We are the largest
statewide public safety association in the
Nation**

**PORAC is The leader in fighting to
enhance public safety, uphold
professional training standards and to
protect the rights of peace officers**

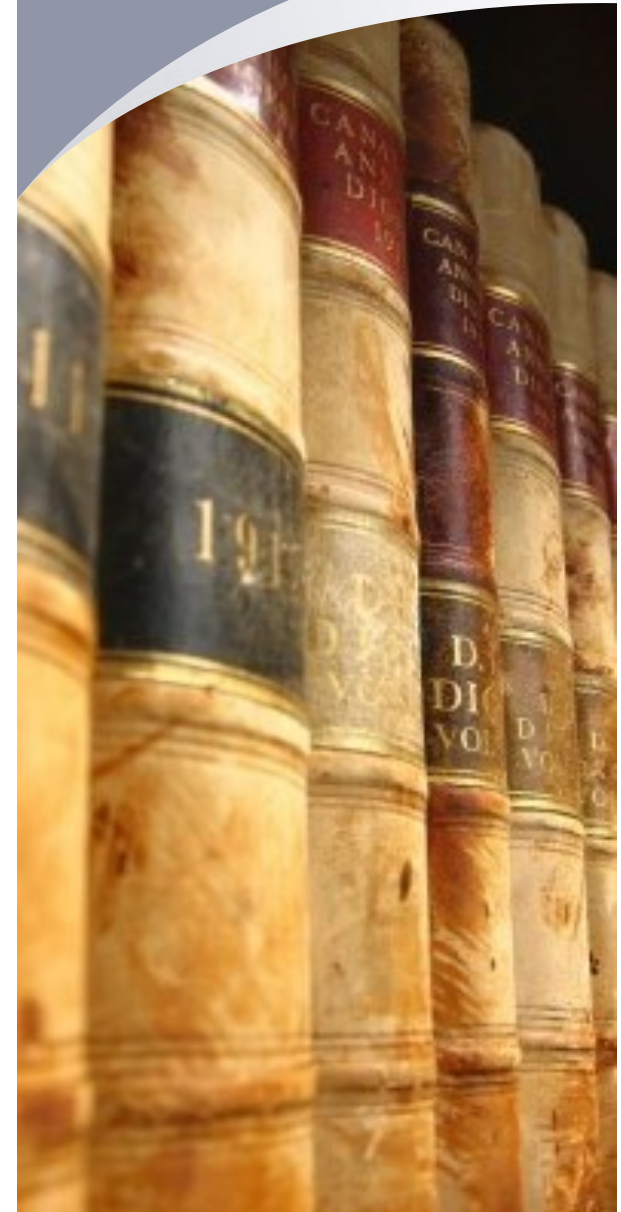


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Training & Education



Association Leadership

This course is designed to strengthen your organization by identifying and understanding the roles, duties and responsibilities of association leaders. Participants will learn the skills necessary to conduct the day-to-day operation of running a police labor association, ranging from parliamentary procedure to fiduciary responsibility.

Additional subject matter includes:

- Defining your Association
- Organizational Models
- Conflict Resolution
- Corporate Responsibility
- Financial Management
- Duty of Fair Representation
- Bylaw Development
- Legal and Ethical Responsibilities of Association Board Members.

Annual Conference of Members

Annually each November, PORAC Members gather to discuss the business of PORAC. Members vote on bylaw changes/additions and their leadership, attend General Session, Training Courses and the Vendor Exhibit. The Conference culminates with the Installation Dinner and swearing-in of the new Board of Directors.

Issues Symposium

PORAC's Issues Symposium tackles past, current and upcoming issues impacting the law enforcement profession, and prepares members on how best to deal with them. Symposium takes place every year in early Spring.

Internal Affairs

This California P.O.S.T.-certified course provides an overview of the role that "Internal Affairs" plays in a law enforcement agency. Emphasis is placed on legal issues, case law, rights and responsibilities, the California Peace Officers Bill of Rights, critical incidents and a variety of other legal topics.

Political Action

This class will look at the value and future of political action and political action committees (PACs) as it pertains to the law enforcement community. Participants will learn the value of establishing a PAC and receive an overview of the current rules governing campaign and PAC expenditures. Learn how bills become law. Also covered will be an overview of the legislative process, current legislation affecting law enforcement, how to interpret proposed language, campaign strategies, and your legal and fiduciary responsibilities.

PAC Management

This course explores the value and future of political action, and political action committees (PAC) as they relate to the law enforcement profession. Participants will learn the value of establishing a PAC Fund and receive an overview of the current rules governing campaign and PAC-related expenditures. This course also reviews the legislative process, existing legislation affecting law enforcement, campaign strategies, and the legal and fiduciary responsibility of running a PAC Fund.

Basic Collective Bargaining

This introductory course provides the participant with an overview of the collective bargaining process.

This course provides:

- Legal analysis of laws related to collective bargaining, including the Meyers-Milias-Brown Act
- Review and analysis of positional bargaining as compared to interest-based bargaining
- How to prepare for negotiations, basic contract costing, and defining what is "good faith" bargaining.
- Practical bargaining exercises

Advanced Collective Bargaining

This comprehensive and demanding course is designed to go beyond the Basic Collective Bargaining course. Attendees will learn how to file grievances, as well as how to address issues that occur outside of bargaining. Attendees will also work through a series of increasingly-difficult training exercises developed to improve their skill with the bargaining process.

Prior completion of the Basic Collective Bargaining Course is a pre-requisite to this course