



Dedicated to Improving the Standards & Practices of Liquor Law Enforcement

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National Liquor Law Enforcement Association

LEADERSHIP TRACK
NLLEA 2021 Virtual Training Symposium
Agenda and Session Descriptions (Tentative)

21st Century Leadership and Leadership Styles
Chief John Yeoman, Delaware Alcohol and Tobacco Enforcement, NLLEA President
This course will help you develop insight into personal leadership styles with an emphasis on leadership theories, models, and managing alcohol law enforcement agencies in today's often challenging and uncertain times. You will learn what is leadership, the leadership process, the importance of followers, and substitutes for leadership. In addition, you will develop insight into personal leadership styles through multiple self-assessments, and practical application of concepts and the leader-follower relationship.

Operations Management
Iraed Morrow, Assistant Director for Operations, North Carolina Department of Public Safety, Alcohol Law Enforcement Division, NLLEA Sgt. At Arms
As a leader you are often tasked with overseeing large scale operations and investigations that not only involve your agency but other agencies and stakeholders as well. From executing search warrants, managing tactical responses, to addressing the media, the ultimate responsibility falls upon you. These are skills that can be learned! Attendees will be provided with real world insight as to how to execute properly when there is a lot on the line.

Human Resources 101: Avoiding complaints, grievances and lawsuits
Dr. Frank B. Ingraham, SPHR, SPHRM/SCP, Adjunct Instructor, Mediator, Human Resources/HR Investigator, Author, Accountability Coach
Human resource risk management is the process of managing the elements that could potentially harm an organization from a personnel standpoint. In this session you will learn about the keys to maintaining a workplace that minimizes harm to others while meeting your mission. Minimize risk to your organization by creating a workplace that values differences, effectively manages disagreement and seeks to create an organizational culture of win-win agreements.

Change Management
Dr. Gregory Warren, Retired Captain Delaware State Police, Dean of Workforce Development and Continuing Education, Chesapeake College
This module will focus on the challenges facing managers in the face of organizational change. Attendees will develop an awareness of their present way of thinking, viewpoint, and assumptions that influence their ability to see what's going on within and outside of their respective organizations. This module will provide a resource to assist attendees in challenging and transforming their thinking about organizations and management.

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The 2021 NLLEA Training Symposium will be held in a virtual format.

Click on each agenda for more information on the enforcement and leadership workshops. More information will be announced soon for training registration and dates



National Liquor Law Enforcement Association

ENFORCEMENT TRACK
NLLEA 2021 Virtual Training Symposium
Agenda and Session Descriptions (Tentative)

Warrantless Administrative Search Authority
Chief Ted Holroyd, Massachusetts Alcoholic Beverages Control Commission
This training session will cover the history of warrantless administrative searches as it has developed through the United States Supreme Court and various Appellate Courts, including the current court ruling status, parameters and constraints of conducting a warrantless administrative search as a state alcohol enforcement agency along with guidelines and operational plans for agents to assist them in remaining within the court parameters when conducting searches of licensed premises.

Intelligence Gathering/ Surveillance Techniques
Iraed Morrow, Assistant Director for Operations, North Carolina Department of Public Safety, Alcohol Law Enforcement Division, NLLEA Sgt. At Arms
With the authority of a warrantless search, officers have a great opportunity to gather intelligence. A significant percentage of criminal activity originates, occurs in, or otherwise involves liquor licensed establishments. The duties of alcohol law enforcement officers place them in a unique position to gather intelligence relating to various crimes and violations. This training explores the policies, procedures and techniques designed to enhance the abilities of officers and agencies to effectively gather intelligence.

Undercover Operations
Todd Medina, Pennsylvania Liquor Control Board, Division Chief/NLLEA Vice President
Undercover investigations can present law enforcement organizations and officers with unique challenges. This course, targeted at both law enforcement officers and supervisors, provides instruction on undercover role preparation, development of cover stories, use and control of informants as well as note taking and reporting. The session will also include a discussion of an undercover officer's duty to act and protect in various situations and policies and procedures unique to the supervision and management of undercover officers.

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Bill to Legalize Marijuana in Delaware to be Filed in Coming Days

In January, Auditor General Kathy McGuinness' office put out a report that estimated the state could rake in \$43 million in annual tax revenue through legalizing marijuana. Now bill to legalize marijuana in Delaware could be brought to the House floor by next month. Representative Ed Osienski (D-24th Newark) says he is finalizing the language in the bill before filing and presenting to the House. Oseinski says he believes he has the vote to pass the law, and if passed, it could create hundreds of jobs.

[Link to Article](#)

Tennessee bill would ban the use of fulfillment houses for DTC wine shipments

A bill making its way through the Tennessee Legislature would make it illegal for fulfillment houses in the United States to ship wine to Tennessee consumers on behalf of licensed wineries. If **House Bill 0742** or its companion Senate Bill is 0705 enacted, wine drinkers in the Volunteer State could soon be unable to purchase wine from their favorite wineries. This bill caught wineries and consumers by surprise. If enacted, it could take business away from licensed fulfillment houses that do exactly what they're authorized to do: Store wine on behalf of licensed wineries and ship it on their behalf via common carrier directly to consumers in Tennessee and other states. At this point, the motivation behind the bill is unclear.

[Link to Article](#)

'Dry' Utah County Considers Allowing Wineries

Despite several council members concerned that it could increase rates of alcohol abuse and set the county down a “slippery slope,” a proposed change that would allow wineries in unincorporated areas of Cache County, currently “dry,” has received overwhelming public support.

[Link to Article](#)

Absolut promotes self-love as pandemic tees up a more isolated, strained Valentine's Day

Absolut is the latest brand to take a more grounded approach to marketing around Valentine's Day as the pandemic resets expectations for what's typically a lighthearted occasion. The marketer is trying to thread the needle of promoting its spirits products while recognizing that many people — particularly young consumers in its target demographic — have developed a less healthy relationship with alcohol while stuck at home for a prolonged period.

[Link to Article](#)

Stamping out illicit trade in goods in Asean

Illicit alcohol has also long plagued the region, with unlicensed distilleries packaging products to look like established brands or filling original bottles with counterfeit alcohol. This issue harms brand reputation and causes taxation shortfalls. More importantly, it has also taken lives, such as the 2018 spate of methanol poisoning cases in Indonesia which caused more than 100 deaths.⁹ Due to the high level of taxation of alcoholic beverages in Malaysia, Indonesia and Vietnam, imported liquors are expensive with the illicit types serving as cheap substitutes. Covid-19-related restrictions on the sale and distribution of alcohol have worsened the problem by incentivising unlawful suppliers to enter the market to meet the new demand. In the case of outright bans/dry laws, consumers have no alternative but to shift entirely to illegal markets. A WHO report in 2018 estimated that Asean would be the region with the highest consumption of unrecorded alcohol by 2025, with 4.5-6.2 litres of the illicit variety consumed per capita.

[Link to Article](#)

Wildwood-based slot machine company sues Missouri over crackdown on unregulated gambling

A politically connected company that has flooded Missouri with unregulated slot machines is suing the state, saying its devices do not qualify as illegal gambling. Torch Electronics, a Wildwood firm, and Warrenton Oil, which offers Torch games at its gas stations, are asking a Cole County judge to issue an order stopping the Missouri Highway Patrol from seizing machines as part of a **crackdown on illegal gambling**.

[Link to Article](#)

New State Bill Would Make CA's Outdoor Dining Rules Easier — and Permanent

A new piece of California legislation could pave the way for a massive reconfiguration of outdoor restaurant dining space from Sacramento to San Diego and beyond — at least if state **Senator Scott Wiener** has his way. Last Friday, Wiener introduced **Senate Bill 314**, also known as the Bar and Restaurant Recovery Act, which is designed to permanently help the ailing restaurant industry by easing restrictions on outdoor seating. The bill would also seek to reform some longtime restaurant regulations and permitting processes, while giving more flexibility to the state's Alcoholic Beverage Control Board, which oversees restaurant alcohol licenses.

[Link to Article](#)

VA-Martinsville restaurant where two were shot to death closed, surrenders liquor license

A restaurant where two people were **shot to death Friday night** has surrendered its liquor license, according to Virginia's Alcoholic Beverage Control. Further, the Virginia Department of Health has suspended the restaurant's right to operate until further notice, so the restaurant is closed. The restaurant won't be allowed to reopen until management provides a plan to enforce safety guidelines. VDH says the restaurant has had numerous complaints.

[Link to Article](#)

NC-Watch Now: ALE officers search businesses, confiscate suspected drug paraphernalia

Four businesses in Catawba County were searched for drug paraphernalia on Thursday. Alcohol Law Enforcement (ALE) officers confiscated numerous scales, pipes and bowls from each location. ALE officers had warrants to search the businesses.

[Link to Article](#)

A Chance to Liberate Booze Delivery — if Government Allows It

It is a story almost as old as America itself: technology advancing faster than government can keep up. Everything from the invention of rail travel to the development of drones has challenged governments to keep up with the pace of change. In the midst of the COVID-19 pandemic, it has become clear that alcohol delivery is the latest frontier to stress the always uneasy relationship between government and technology.

[Link to Article](#)



NHTSA Impaired Driving Update February 2021

The National Liquor Law Enforcement Association Releases a Best Practice Guidance Document for Alcohol Sales and Deliveries During and After the COVID-19 Pandemic:



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