

**HR Policy Association
U.S. Labor Relations Professional Certification**

“Managing a Union Workforce: Practical & Legal Considerations”

Course Schedule

8:00 a.m. to 12:00 p.m. ET

Managing a Union Workforce

- Structure of the Represented Environment
- Corporate Campaigns and Inside Games
- Key Players
- The International Union
- The Local Union
- The Shop Steward
- Union’s Relationship With Its Members
- Company’s Practical Relationship with Union
- Company’s Legal Relationship with Union
- The Collective Bargaining Agreement

12:00 p.m. to 1:00 p.m. ET

Lunch Break

1:00 p.m. to 3:00 p.m. ET

Managing a Union Workforce *(cont’d)*

- Management’s Rights in a Union Workplace
- Right to Communicate
- Six Sins of Supervision
- Employee Discipline
- Employee Discipline — Preparation is Key
- Last Chance Agreements
- Arbitration of Discipline/Discharge Cases

3:00 p.m. to 4:30 p.m. ET

Team Exercise

4:30 p.m. to 5:00 p.m. ET

Final Qs and As, Wrap-up and Evaluations