



Fundamentals *of* U.S. Labor Relations

Virtual Course

(All times are in Eastern Time)

DAY ONE: The Representation Process

10:00 a.m. – 10:10 a.m.

Welcome, Introductions and Course Overview

10:10 a.m. – 10:45 a.m.

The Context of Modern Labor Relations

We'll start with an overview of the history of U.S. labor relations, including a discussion of key stakeholders, a review of the history of labor legislation and an overview of union representation in the U.S.

10:45 a.m. – 11:15 a.m.

The Fundamentals of the NLRA

In this section, we'll review the key provisions of the National Labor Relations Act, focusing on key concepts such as the rights of employees, Unfair Labor Practices, and the structure and operation of the National Labor Relations Board.

11:15 a.m. – 11:45 a.m.

Maintaining Positive Employee Relations

Chief HR Officers from leading organizations will provide real life examples of how organizations can maintain positive employee relations and minimize the likelihood of a successful organizing attempt, and the signs that an attempt may be imminent.

11:45 a.m. – 12:15 p.m.

The Representation Election

We'll cover the basic steps involved in the process of holding a representation election. We'll also present the legal framework governing elections, as well as strategies employers deploy to try and secure a favorable outcome.

12:15 p.m. – 1:00 p.m.

Case Exercise: Breakout Session

Working in small breakout groups, you'll discuss a case study focused on the topics discussed on Day One.

DAY TWO: Managing in a Union Environment

10:00 a.m. – 10:15 a.m.

Review of Day One

Day Two starts with a review of the key points from Day One's content.

10:15 a.m. – 11:00 a.m.

The Collective Bargaining Agreement

We'll break down the elements covered by a Collective Bargaining Agreement (CBA) and review the basic process of negotiating a first CBA. We'll talk about key roles and responsibilities during the negotiation process, and how management develops a negotiation strategy.

11:00 a.m. – 11:45 a.m.

Strikes and Lockouts

What happens when a union decides to strike, or when an employer uses a lockout? We'll discuss the rules governing work actions, union and management strategies driving the use of these actions, and how companies have been successful in achieving a favorable resolution.

11:45 a.m. – 12:15 p.m.

Operating Under a CBA

We'll provide an overview of how to operate under a CBA, including handling of grievances, issues involving management rights, etc.

12:15 p.m. – 1:00 p.m.

Case Exercise: Breakout Session

Working in small breakout groups, you'll discuss a case study focused on the topics discussed on Day Two.

DAY THREE: The External Environment

10:00 a.m. – 10:15 a.m.

Review of Day Two

We'll start Day Three with a review the key points from Day Two's content.

10:15 a.m. – 10:45 a.m.

Public Policy Spotlight

We'll update you on the latest developments on the public policy front, providing insight into the potential changes in the legal framework (discussed on Day One) that may impact your organizations in the future.

10:45 a.m. – 11:15 a.m.

Understanding External Factors

We'll discuss how the influence of external factors has evolved over the decades, including a review of corporate campaigns, shareholder pressure and the current political environment.

11:15 a.m. – 11:45 a.m.

The Evolution of Employee Voice

Fueled by social media, the employer-employee relationship is changing. Employees are questioning business decisions that are outside of the traditional definition of 'terms and conditions' of employment. Social justice movements are also influencing what workers expect from their employers and the unwritten rules limiting political speech in the workplace have collapsed. We'll focus on how to understand the implications of these developments in the context of existing U.S. labor law.

11:45 a.m. – 12:15 p.m.

Who is an Employee?

As the nature of work and the workplace evolves, determining who is an employee is often difficult. We'll review the key factors you need to know regarding how workers are classified as employees or contractors, and what you need to know about the concept of joint employer liability.

12:15 p.m. – 12:45 p.m.

Case Exercise: Breakout Session

Working in small breakout groups, you'll discuss a case study focused on the topics discussed on Day Three.

12:45 p.m. – 1:00 p.m.

Wrap Up

We'll conclude the session with an open Q&A to address any unanswered questions or topics.