

# HR Management in a Union Environment: An Overview

Union environments pose unique challenges and opportunities for human resources management. This interactive session provides managers, supervisors, and HR professionals with what they will need to know to develop an effective working relationship with a union.

## Learning Objectives:

- Discuss laws that impact labor relations.
- Differentiate between management and union rights.
- Identify best practice policies unique to a unionized workforce.
- Explore the coaching, discipline, grievance and arbitration process.
- Review steps and strategies in the collective bargaining process.



<b>CEUs:</b> 0.7 (6.5 hours)	<b>HRCI Credits:</b> 6.5 HR (General)	<b>SHRM:</b> 6.5 PDCs
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## Learning Options:

- Classroom training
- At your location

## Who Should Attend:

- HR professionals
- Managers
- Supervisors
- Labor relations specialists

## Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online. Contact MRA to explore how this program may be customized to your unique individual and team training needs.



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# Course Outline

- **Determine what unions are, how they are organized, and why employees join unions**
  - ◆ Review labor relations history and legislation that has led to the current union landscape
- **Manage employee and union rights through understanding legal and ethical activities and responses to unions**
- **Develop employer policies and handbooks in terms of what they can and cannot restrict**
  - ◆ Follow general counsel guidance on employer rules and handbooks
  - ◆ Understand Section 7 employee rights and concerted activity
- **Explore discipline, grievance, and arbitration procedures**
  - ◆ Identify “just cause” and the Seven Tests
- **Analyze the processes and strategies of collective bargaining**
- **Build effective labor relations through best practices**
  - ◆ Implement the 10 essential elements for a positive work environment
  - ◆ Develop habits of highly effective companies

“ MRA is a partner in developing your people and keeps us up to date. This is the go-to place when you need questions answered. ”



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