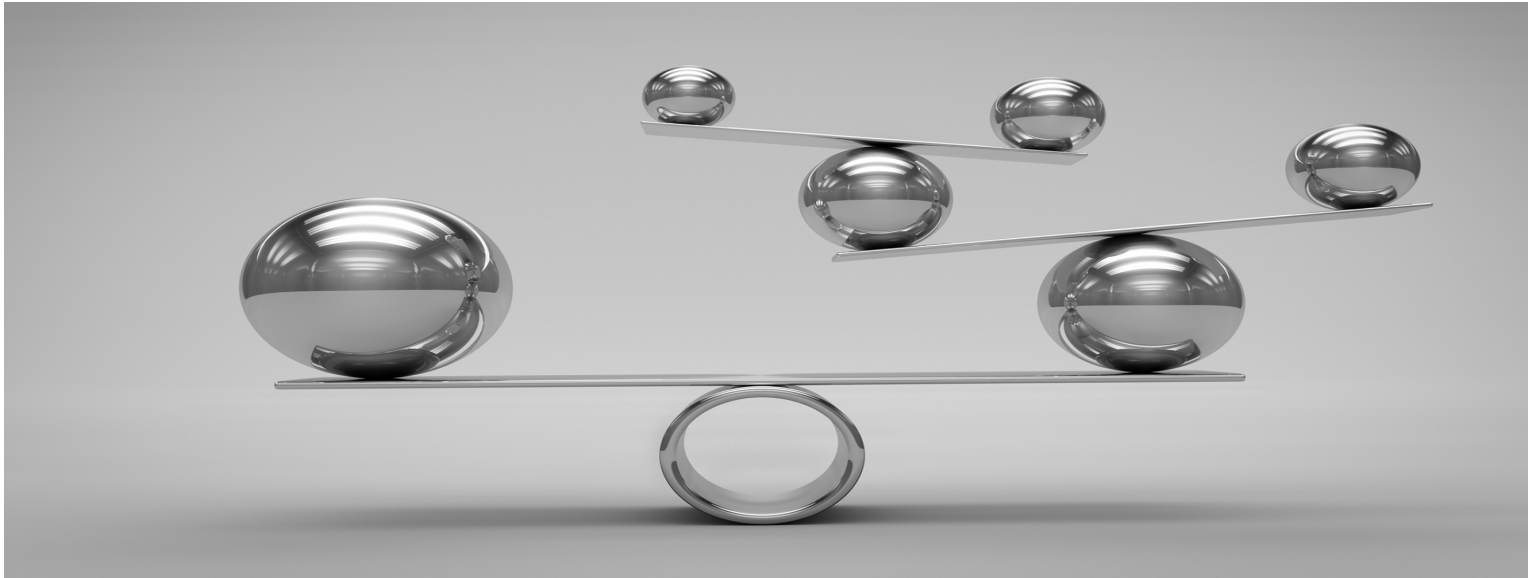




# ACHIEVING EQUILIBRIUM

## Labor Relations Practices & Principles



### LEARNING ELEMENTS:

#### MANAGEMENT

- Understanding "Burden of Proof"
- The Value of Fact Finding & Relevant Data
- Avoiding Collective Bargaining Missteps
- Social Media Aspect
- The Importance of Meaningful Leadership

#### REPRESENTED WORKFORCE

- Understand Union Representative Roles /Responsibilities
- Management Rights, Shop Steward Rights & Weingarten Rights
- Achieving and Leveraging, True "Position of Strength"
- Empathy in Practice

#### GOVERNMENT ROLE

- Labor Relations History
- National Labor Relations Board
- The Importance of Collective Bargaining
- HR Fundamentals

### OBJECTIVES:

- Generate interest through exposure to individual beliefs and attitudes, self-assessment and analysis.
- Deliver information through education proprietary modes and frameworks, based upon data and inferences.
- Stimulate intent through experience of reality via story telling, case studies, and group activities that are non-threatening, non-blaming conversations on a sensitive topic.
- Enable impact through execution on actions and behaviors that deliver outcomes that inspire participants to identify and manage their own biases.

### OUTCOMES:

- **ESTABLISH**...best practices and strategies
- **EXPERIENCE**...learn through interactive sharing of real life situations and role-play
- **ENRICH**...understanding of all labor relations-related perspectives
- **ECONOMIES**, realized...improve morale...increase productivity and quality...reduce costs and distractions