Training course on Labor Relations and Collective Bargaining

Professional Development Training Course Outline

Category	Legal Institute	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Labor Relations and Collective Bargaining are fundamental pillars of modern employment systems, shaping the dynamics between employers, employees, and labor organizations. This critical field governs the rights and responsibilities of workers to organize, bargain collectively, and engage in concerted activities, while also defining the obligations of employers in responding to these efforts. In an increasingly complex global economy, understanding the legal frameworks, strategic processes, and practical implications of unionization and collective bargaining is essential for maintaining workplace harmony, ensuring fair labor practices, and resolving disputes effectively. From negotiating wages and benefits to addressing grievances and managing industrial action, the ability to navigate these intricate relationships directly impacts organizational productivity, employee morale, and overall societal equity. Training Course on Labor Relations and Collective Bargaining is meticulously designed to equip legal professionals, human resource executives, union representatives, and industrial relations practitioners with the advanced theoretical knowledge and practical skills necessary to engage effectively in labor relations, foster constructive dialogue, and achieve sustainable agreements, ensuring both legal compliance and productive industrial harmony. This course will delve deeply into the foundational principles of labor law, examining landmark legislation (e.g., the National Labor Relations Act - NLRA in the US, or equivalent frameworks globally) that protects the rights of workers to organize and bargain. Participants will gain crucial insights into the processes of union organizing, representation elections, and the legal parameters of good faith bargaining. Emphasis will be placed on understanding the structure and interpretation of collective bargaining agreements (CBAs), the mechanisms for grievance resolution and labor arbitration, and the legal considerations surrounding strikes, lockouts, and unfair labor practices (ULPs). By analyzing significant court decisions, engaging in mock negotiation exercises, and discussing contemporary challenges such as the impact of technology on work and the rise of global supply chain labor issues, attendees will develop the strategic acumen to effectively manage labor relations, prevent disputes, and contribute meaningfully to equitable and productive employment environments, ensuring both workplace fairness and organizational resilience.

Programme Curriculum

Training Course on Labor Relations and Collective Bargaining

Introduction

Labor Relations and Collective Bargaining are fundamental pillars of modern employment systems, shaping the dynamics between employers, employees, and labor organizations. This critical field governs the rights and responsibilities of workers to organize, bargain collectively, and engage in concerted activities, while also defining the obligations of employers in responding to these efforts. In an increasingly complex global economy, understanding the legal frameworks, strategic processes, and practical implications of unionization and collective bargaining is essential for maintaining workplace harmony, ensuring fair labor practices, and resolving disputes effectively. From negotiating wages and benefits to addressing grievances and managing industrial action, the ability to navigate these intricate relationships directly impacts organizational productivity, employee morale, and overall societal equity. **Training Course on Labor Relations and Collective Bargaining** is meticulously designed to equip legal professionals, human resource executives, union representatives, and industrial relations practitioners with the advanced theoretical knowledge and practical skills necessary to engage effectively in labor relations, foster constructive dialogue, and achieve sustainable agreements, ensuring both **legal compliance** and productive **industrial harmony**.

This course will delve deeply into the foundational principles of **labor law**, examining landmark legislation (e.g., the **National Labor Relations Act - NLRA** in the US, or equivalent frameworks globally) that protects the rights of workers to organize and bargain. Participants will gain crucial insights into the processes of **union organizing**, representation elections, and the legal parameters of **good faith bargaining**. Emphasis will be placed on understanding the structure and interpretation of **collective bargaining agreements (CBAs)**, the mechanisms for **grievance resolution** and **labor arbitration**, and the legal considerations surrounding **strikes**, **lockouts**, and **unfair labor practices (ULPs)**. By analyzing significant court decisions, engaging in mock negotiation exercises, and discussing contemporary challenges such as the impact of technology on work and the rise of global supply chain labor issues, attendees will develop the strategic acumen to effectively manage labor relations, prevent disputes, and contribute meaningfully to equitable and productive employment environments, ensuring both **workplace fairness** and **organizational resilience**.

Course Objectives

Upon completion of this course, participants will be able to:

1. Analyze the historical context and foundational **legal frameworks of labor relations**.
2. Understand the rights and responsibilities of **employees, employers, and labor organizations** under collective bargaining law.
3. Master the legal processes involved in **union organizing campaigns** and representation elections.
4. Develop effective strategies for **collective bargaining negotiations**, including **good faith bargaining** obligations.
5. Interpret and enforce key provisions of **collective bargaining agreements (CBAs)**.
6. Navigate the procedures for **grievance resolution** and **labor arbitration**.
7. Examine the legal implications of **strikes, lockouts**, and other forms of industrial action.
8. Identify and address **unfair labor practices (ULPs)** by both employers and unions.
9. Discuss the role of **labor relations boards** and other regulatory bodies.
10. Explore the impact of **globalization, technology**, and emerging trends on labor relations.

11. Develop practical skills for **dispute resolution** and fostering constructive labor-management relations.
12. Formulate strategies for **legal compliance** and risk management in unionized workplaces.
13. Future of Unionism: Declining Membership vs. Renewed Organizing Efforts

Target Audience

This course is designed for professionals and individuals involved in managing labor relations or representing labor interests:

1. **Human Resources Professionals:** HR managers, directors, and specialists working in unionized or potentially unionized environments.
2. **Labor Union Representatives:** Shop stewards, union organizers, and executive board members.
3. **Legal Professionals:** Attorneys specializing in labor and employment law, representing either management or unions.
4. **Business Owners & Executives:** Leaders of organizations that have, or might encounter, unionization.
5. **Industrial Relations Specialists:** Professionals whose primary role is to manage labor-management relationships.
6. **Government Officials:** Regulators, mediators, and conciliators from labor departments or agencies.
7. **Arbitrators and Mediators:** Practitioners involved in resolving labor disputes.
8. **Academics & Researchers:** Students and scholars in labor studies, industrial relations, and employment law.

Course Duration: 5 Days

Course Modules

Module 1: Introduction to Labor Relations: History and Core Concepts

- Definition and Scope of Labor Relations and Industrial Relations
- Historical Overview of the Labor Movement and Unionism
- Key Actors in Labor Relations: Management, Unions, Government, Employees
- Theories of Labor Relations: Unitarist, Pluralist, Radical Perspectives
- Importance of Collective Bargaining in the Modern Economy

Module 2: Foundational Labor Law: Rights and Obligations

- **The National Labor Relations Act (NLRA)** (or equivalent national statute): Purpose, Scope, and Key Provisions
- Employee Rights: Right to Organize, Form, Join, or Assist Unions; Right to Engage in Concerted Activities
- Employer Rights and Limitations in Responding to Union Activities
- Duty to Bargain Collectively: Scope and Limits
- Other Relevant Labor Legislation (e.g., Fair Labor Standards Act, OSHA as it relates to concerted activity)

Module 3: Union Organizing and Representation Elections

- The Process of Union Organizing: From Initial Contact to Petition Filing
- Legal Framework for Representation Elections (e.g., NLRB election procedures)
- Campaign Conduct: Employer and Union Rights and Restrictions
- Bars to Elections: Contract Bar, Election Bar, Certification Bar
- Decertification Elections and Withdrawal of Recognition

Module 4: The Collective Bargaining Process

- Defining "Good Faith Bargaining": Statutory Obligation and Indicators
- Mandatory, Permissive, and Illegal Subjects of Bargaining
- Bargaining Strategies and Tactics for Both Management and Unions
- Impasse: Legal Definition and Consequences
- Role of Mediation and Conciliation in Bargaining

Module 5: Collective Bargaining Agreements (CBAs): Drafting and Interpretation

- Structure and Key Clauses of a CBA: Wages, Benefits, Hours, Working Conditions
- Management Rights Clauses and Union Security Clauses
- Seniority, Discipline, and Discharge Provisions
- No-Strike/No-Lockout Clauses
- Principles of CBA Interpretation: Past Practice, Intent of the Parties

Module 6: Grievance and Arbitration Procedures

- The Grievance Process: Steps, Documentation, and Timelines
- Role of the Grievance in Administering the CBA
- Labor Arbitration: Nature, Scope, and Authority of the Arbitrator
- Types of Arbitration: Rights Arbitration vs. Interest Arbitration
- Enforcement of Arbitration Awards and Judicial Review

Module 7: Strikes, Lockouts, and Unfair Labor Practices (ULPs)

- Legal Status of Strikes: Economic Strikes, ULP Strikes, Wildcat Strikes
- Picketing and Boycotts: Legal Permissibility and Limitations
- Employer Responses to Strikes: Replacements, Lockouts
- Unfair Labor Practices by Employers (e.g., interference, discrimination, refusal to bargain)
- Unfair Labor Practices by Unions (e.g., secondary boycotts, excessive fees)

Module 8: Emerging Issues and Global Perspectives in Labor Relations

- Impact of Technology on Work: Automation, AI, Remote Work and Unionization Challenges
- Gig Economy and Worker Classification: Implications for Collective Bargaining
- Global Supply Chains and International Labor Standards: Corporate Social Responsibility
- Future of Unionism: Declining Membership vs. Renewed Organizing Efforts
- Comparative Labor Relations Systems: Lessons from Other Countries

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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