

EMPLOYEE & LABOR RELATIONS



A virtual course offering brought to you by HR Academy

REGISTRATION IS NOW OPEN

OVERVIEW

Do you have performance management issues constantly coming across your desk? And you want to make sure you comply with the labor relations law's basic rights and responsibilities? The **Employee and Labor Relations** course will strengthen your understanding of the labor relations laws, help you identify change situations that invoke the union's right to bargain, and understand the basic steps in the grievance process in order to support managers in daily operations.

WHAT YOU'LL LEARN

In this course, you'll learn how to:

- Advise your customers on employee and labor relations issues
- Understand the basic steps in the grievance procedures
- Identify the difference between conduct and performance-based issues
- Use corrective procedures to address conduct and performance-based issues
- Recognize conditions that create a past practice
- Describe the manager's role in formal discussions and investigative, or Weingarten, meetings
- Discuss the manager's role in administration of the labor agreement

Ideal participants will have the following job/proficiency levels:

HR Generalist Specialist: *Novice*
Employee Relations Specialist: *Novice*
Labor Relations Specialist: *Novice*

For more information about this course, including upcoming course dates and other HR Academy training opportunities, visit the [HR Academy Learning webpage](#), and look for this course under Register for Scheduled Courses (A-E).

For questions, please contact training_administrator@sra.com

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