

Managing Employees in a Unionized Workplace

HALF-DAY INTENSIVE VIRTUAL WORKSHOP

In a unionized workplace it can be a challenge to fully understand the impact of a collective agreement on management's right to organize the workplace. It can also be (or appear to be) difficult to effectively manage and discipline unionized employees. This half-day workshop will help you acquire the tools you need to confidently manage your unionized workplace. Applying interactive learning and real-life scenarios, topics for this workshop include:

- **The Collective Agreement**
 - What falls within *management rights*?
 - The impact of key provisions on management's right to organize work.
- **The Grievance and Arbitration Process**
 - What can be arbitrated; and what cannot?
 - Objectives, time limits and labour relations privilege.
 - Review of real templates of grievances responses and minutes of settlement.
- **Effective Management of Unionized Employees**
 - Dos and Don'ts of performance management.
 - When you should (or must) involve a union steward or representative.
 - Strategies to improve employee engagement.
- **Discipline and Discharge**
 - What is 'progressive discipline'?
 - Best practice including: when and how to consider past discipline, impact of a sunset clause, and when to discipline vs. terminate.
 - How to persuade an arbitrator to uphold discipline or discharge
 - What kind of evidence is compelling?

DATE and TIME: Friday, April 4, 2025, 9:00am – 12:00pm **OR** 1:00pm – 4:00pm - **SOLD OUT**
NEW SESSION: Friday, April 11, 2025, 1:00pm - 4:00pm

LOCATION: Zoom Virtual Workshop

COST: \$525 plus tax

REGISTER: [Here](#) [registrants will receive a secure Zoom link 24 hrs prior]
This is a small group workshop; space is extremely limited.



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