

## 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

**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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