

Bring Our Classes to Your Union Hall!

The Labor Studies Center designs and tailors classes to meet the needs of your organization. That means some classes may be 2-hours, 1-2 days or several weeks. Instructors can travel to your specified location throughout Michigan, teach any day of the week, and teach at hours convenient to the local union – even if that means early morning, late night, or on the weekend.

Some of our courses include:

- Stewards Training
- Collective Bargaining
- Arbitration Prep & Presentation
- Labor Law
- Employment Discrimination
- Sexual Harassment
- ADA, FMLA & Workers Comp
- Parliamentary Procedure
- Member Mobilization
- Effective Communications
- Managing Conflict
- Valuing Diversity
- Labor History and Current Challenges
- Health & Safety
- Leadership Development and more

For more information contact our office at 313 577-2191 or aw4147@wayne.edu

- Training Locations -

State Hall is located on Cass, just north of Warren. There is parking (for a fee) available across the street in Structure No. 6.

The Macomb Education Center is located at 16480 Hall Rd. in Clinton Township. Parking is free.

The Labor Studies Center is located on the WSU campus at 656 W. Kirby, 3178 FAB, Detroit, MI 48202.

GRIEVANCE HANDLING SERIES

THE RIGHTS AND ROLES OF UNION REPRESENTATIVES

For new representatives, this workshop will increase your confidence and sharpen your skills to help you perform your new role. If you are thinking about taking on union responsibilities for the first time, this is a good place to start.

- ✓ Learn how the *equality principle* protects union reps
- ✓ Review union responsibilities including the Duty of Fair Representation
- ✓ Role-play Weingarten rights used during disciplinary interviews

URW1 Saturday, 2/11/12, 9:30 am – 12:00 pm
116 State Hall, **WSU Main Campus**

OR

URW2 Tuesday, 4/03/12, 6:30pm – 9:00pm
116 State Hall, **WSU Main Campus**

Fee: \$40.00

BASIC GRIEVANCE HANDLING

This workshop is a must for union representatives, and is a great education for those who would like to understand more about how grievances are processed.

- ✓ Learn to identify legitimate contract grievances
- ✓ Understand how to use the principles of "just cause" in disciplinary cases.
- ✓ Practice the "Dos and Don'ts" of effective grievance handling

BGH1 Saturday, 2/25/12, 9:00am – 3:00pm
116 State Hall, **WSU Main Campus**

OR

* **NEW LOCATION***

BGH2 Saturday, 4/07/12, 9:00am – 3:00pm
16480 Hall Road, **Clinton Township**
WSU Macomb Campus

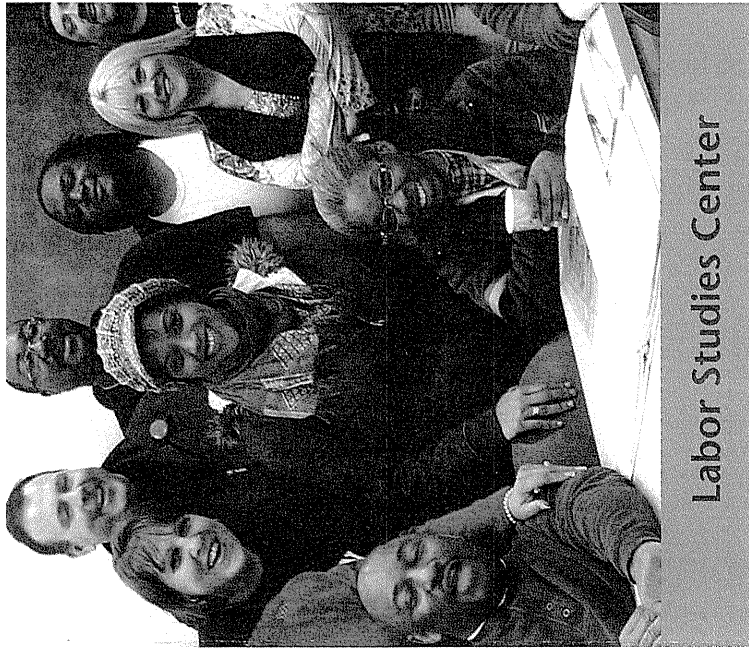
Fee: \$75.00

MEDIATION

This class is for union representatives who would like to understand the process of grievance mediation provided by the federal government, FMCS. Grievance mediation can be a useful way for labor and management to settle contract disputes and avoid costly arbitration hearings.

MED1 Wednesday, 4/25/12, 6:30pm – 9:00pm
116 State Hall, **WSU Main Campus**.

Fee: \$40.00



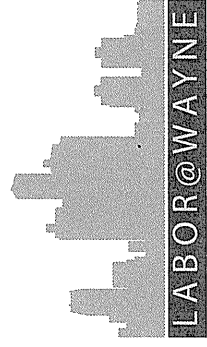
Labor Studies Center

WAYNE STATE UNIVERSITY

Labor Studies Center
Wayne State University
656 W. Kirby
3178 FAB
Detroit, MI, 48202



Winter/Spring 2012



College of Liberal Arts and Sciences
Wayne State University

NON-PROFIT
US POSTAGE

PAID

Detroit MI
Permit No 3844

Courses, Conferences and Workshops To make you a more effective unionist!

WINTER/SPRING 2012

LABOR@WAYNE

Labor Studies Center

College of Liberal Arts and Sciences
Wayne State University

PARLIAMENTARY PROCEDURE

This workshop is a must for anyone wanting to run a democratic, fair and efficient meeting. Effective use of parliamentary procedure helps leaders ensure:

- ✓ Orderly debate & decision-making
- ✓ The opportunity for all to voice their opinions
- ✓ Efficient, smooth running meetings
- ✓ Strong membership participation

Pick One:

- PPR1 Tuesday, 01/17/12 & Wednesday, 01/18/12, 6:30pm – 9:00pm, 116 State Hall, **WSU Main Campus**
- PPR2 Saturday, 01/21/12, 9:00am – 2:00pm
116 State Hall, **WSU Main Campus**
- PPR3 Saturday, 03/10/12, 9:00am – 2:00pm
116 State Hall, **WSU Main Campus**

Fee: \$75.00

FAMILY MEDICAL LEAVE ACT

This workshop introduces union members and activists to the coverage and applications of this important federal law.

- ✓ Learn who is covered
- ✓ Learn how to activate protections
- ✓ Learn when and under what conditions people can receive benefits

Pick One:

- FMLA1 Wednesday, 02/01/12, 6:30pm – 9:00pm
116 State Hall, **WSU Main Campus**
- FMLA2 Saturday, 03/31/12, 9:30am – 12:00pm
116 State Hall, **WSU Main Campus**

Fee: \$40.00

EVALUATING A CASE FOR ARBITRATION

This workshop is designed to provide senior officers and executive boards with the evaluative tools necessary to decide whether or not to advance a grievance to arbitration.

- ✓ Analyze disciplinary causes
- ✓ Standards of interpreting contract language
- ✓ Burdens of proof
- ✓ Substantive and procedural arbitrability
- ✓ Duty of fair representation in grievance processing

Pick One:

- AAP1 Saturday 03/03/12, 9:00am – 3:00pm
116 State Hall, **WSU Main Campus**.

* NEW LOCATION *

- AAP2 Saturday 04/14/12, 9:00am – 3:00pm
16480 Hall Road, Clinton Township
WSU Macomb Campus.

Fee: \$75.00

COLLECTIVE BARGAINING

Whether you are a union negotiator or simply want a better understanding of this important process, this two-session class provides practical skills and knowledge related to contract negotiations. You must attend both sessions.

- ✓ Preparing the local for negotiations
- ✓ Developing contract proposals
- ✓ The legal framework of bargaining
- ✓ Bargaining strategy and table tactics

* NEW LOCATION*

- CB1 Saturday, 4/21/12 & 4/28/12, 9:00am - 3:00pm
16480 Hall Rd., Clinton Township
Macomb Education Center
OR
- CB2 Saturday, 5/5/12 & 5/12/12, 9:00am - 3:00pm
116 State Hall, **WSU Main Campus**

Fee for two-day workshop: \$150.00

CURRENT TRENDS: MICHIGAN'S PERA

Recent years have seen many changes in in the law regulating Union-Management relations in the public sector. This workshop will:

- ✓ Review recent changes to the law
- ✓ Examine the impact of these changes on public employees

- CTP1 Wednesday 02/29/12, 6:30pm – 9:00pm
116 State Hall, **WSU Main Campus**, Fee: \$40

CURRENT TRENDS: NLRA

The law regulating labor-management relationships in the private sector has always been the subject of fierce debate between pro and anti-labor forces. This class will review current trends at the National Labor Relations Board as well as discuss many of the on-going challenges faced by the NLRA.

- CTN1 Wednesday 03/28/12, 6:30pm – 9:00pm
116 State Hall, **WSU Main Campus**, FEE: \$40

- Training Locations -

State Hall is located on Cass, just north of Warren. There is parking (for a fee) available across the street in Structure No. 6.

The Macomb Education Center is located at 16480 Hall Rd. in Clinton Township. Parking is free.

WAYNE STATE UNIVERSITY

For info: (313) 577-2191 ■ Fax: (313) 577-7726 ■ laborstudies.wayne.edu

REGISTRATION FORM

Please return this card with your tuition payment

Please refer to the schedule for the current registration fees and make check or money order payable to Wayne State University. Registration may be faxed to (313) 577-7726 or mailed to the Labor Studies Center, Wayne State University, 656 W. Kirby, 3178 FAB, Detroit, MI 48202

Course Title and Number _____ Fee _____

Total: _____

Employer: _____

Method of Payment: Check ETAP Other

48 hour cancellation notice is required to receive a refund of class fee

Name

Address

City/State/Zip Code

Telephone

Email

Union/Local