

APRIL 16, 2025 | TRADITIONAL LABOR RELATIONS

Introducing CMC's Labor/Employee Relations & Collective Bargaining Masterclass!

Introducing Conn Maciel Carey LLP's Labor/Employee Relations & Collective Bargaining Masterclass

Join Conn Maciel Carey for an engaging and interactive learning experience on your rights and obligations under private sector labor law. With a focus on the National Labor Relations Act (NLRA), this series will leave you better informed about your rights and responsibilities, empowered to protect your business interests, and equipped with tools to ensure positive employee relations and guard against unnecessary intrusions and disruptions to your operations. One common misunderstanding about the NLRA is that it only applies to employers with union-represented employees. The truth is the NLRA applies to most private sector employers, regardless of size, whether or not their employees are represented by a union.

CMC's Labor/Employee Relations and Collective-Bargaining Masterclass Series is designed for in-house counsel, senior human resources leaders, and other key organizational leaders responsible for leading employee and/or labor relations or making decisions impacting employees' terms and conditions of employment directly or indirectly. Join us for this informative, interactive, and empowering learning experience where we will fully explore and demystify complex legal standards under the NLRA, share professional insights, and share tips for everyday practical applications as well as high stakes, complex business transactions.

[Click here](#) for more information and to register!

Learning Objectives

At the end of this masterclass series, business participants should:

- Have a sound understanding of federal labor law under the NLRA and how it impacts employee relations and business operations.
- Be able to identify legal issues and risks.
- Navigate complex labor and employee relations issues under the NLRA.
- Know when to enlist the assistance of labor counsel.
- Effectively assert their rights, protect their business interests, and manage their brand.

Three-Part Series

01. Uncovering Legal Landmines: What Employers Need to Know About Labor Law and Labor Relations

This program provides unionized and non-unionized employers a foundational overview of the National Labor Relations Board (NLRB) and its role in enforcing the National Labor Relations Act (NLRA). Participants will learn how the NLRA applies in the workplace, the protections it provides employees engaging in concerted activities concerning terms and conditions of employment, and the obligations and rights of employers under the law. We will also explore the NLRB's standard for evaluating the lawfulness of workplace rules such as employee handbooks and policies. Through real-world examples and case studies, this course will help employers understand their rights and responsibilities under the NLRA and best practices for ensuring compliance and informed decision-making in workplace relations. 

02. Stay Ready: Positive Employee Relations and Union Organizing

This program assists non-union or minimally unionized employers with examining workplace vulnerabilities and risks for union organizing as well as best practices for lawfully responding to organizing efforts. Participants will learn about fostering positive employee relations, as well as the many legal, operational and strategic processes in responding to a petition for representation or demand for recognition. We will also explore the impact of the NLRA on major business transactions such as mergers and acquisitions. In addition, participants will gain valuable insight into effective campaign strategies including lawful communications. Finally, participants will better understand the NLRB's procedures for processing representation petitions and conducting union elections. 

03. Terms & Conditions: Collective-Bargaining, Contract Implementation and Administration

This program provides unionized employers with a comprehensive overview of the legal, business, and practical considerations for negotiating collective bargaining agreements including bargaining team composition, identifying priorities and defining bargaining parameters, responding to information requests, unfair labor practice allegations, and strike contingency planning. Participants will learn how to navigate the bargaining process, negotiate in good faith, and preserve their business interests and solid reputation. This course will also cover key aspects of contract implementation and administration including grievance processing, labor-management relations, and asserting management's rights. Through practical guidance and anecdotal examples, employers will walk away informed, empowered, and energized about their labor relations and collective bargaining. 

[Visit our website](#) for more information.

Terms & Conditions: The Podcast

Also, check out our new podcast, [Terms & Conditions](#): a labor and employment podcast for companies in today's dynamic workforce! Available everywhere you get your podcasts, including [Apple Podcasts](#), [Spotify](#), [iHeartRadio](#), and [Amazon Music](#).

