



*Developing Positive Partnerships  
and Leadership Excellence  
for Labor Relations Professionals*

We are proud to announce the LCW Labor Relations Certification Program ©. It is designed to provide labor relations practitioners education combined with practical hands-on experience in a variety of core areas.

Each workshop includes both traditional training and interactive simulations to develop skills helpful to labor relations professionals. The sessions provide a “deep dive” into each area and offer successful tips and strategies that we use when working with clients.

***Participate in individual seminars and receive a certificate of completion for each completed course or participate in all seven to earn the Labor Relations Certificate.***



### **COSTING LABOR CONTRACTS**

The keys to successful negotiations include planning and costing. Just like planning a vacation, the amount of time and effort you put into planning and costing can determine the success of the trip. Costing contract proposals is similar to costing excursions on a vacation - they all sound like a good idea but can we afford them? Join us at this workshop to learn the importance of costing and methods you can use to make costing easy.



### **NUTS & BOLTS OF NEGOTIATIONS**

Navigate the nuts & bolts of public sector labor negotiations by exploring the legal framework of collective bargaining, preparation tips for the process, and setting up your strategy. The fundamentals are the building blocks to success and this workshop will provide the key elements in this process.



### **COMMUNICATION COUNTS!**

This workshop will teach you how to be effective in all types of communication including: closed session with elected officials; communicating up with agency executives; crafting clear and concise contract language; clarity around the common clauses in labor contracts; using comparable surveys and data; and verbal/non-verbal techniques at the table.



### **THE PUBLIC EMPLOYMENT RELATIONS BOARD (PERB)**

This workshop will help you understand unfair labor practices, PERB hearing procedures, representation matters, agency shop provisions, employer employee relations resolutions, mediation services, fact-finding, and requests for injunctive relief - all subjects covered under PERB's jurisdiction. Join us and we share the insight on PERB!



### **TRENDS & TOPICS AT THE TABLE**

What is happening in that room? This workshop puts you into the negotiation session environment and focuses on tips from our time at the table. Trending topics, union tactics, creative problem solving, and techniques to tackle various contract provisions will be shared and demonstrated.



### **THE RULES OF ENGAGEMENT: ISSUES, IMPACTS & IMPASSE**

Understanding the scope of meet and confer matters, impacts/effects bargaining, the rights of union/association representatives, dealing with pickets, protests and concerted activity, issuing last, best & final offers, impasse procedures and managing the chaos that can come when engaged with labor relations challenges will be covered in this workshop.



### **BARGAINING OVER BENEFITS**

Benefit provisions continue to get complicated with retirement, Affordable Care Act, FLSA compliance, IRS compliance, retiree medical, and leaves of absence. Understanding the interplay of state and federal laws and MOU provisions is important – let us uncomplicate some complicated subjects, provide tips for compliance, and offer strategies for your agency to consider.

**REGISTER TODAY: [WWW.LCWLEGAL.COM/EVENTS-AND-TRAINING](http://WWW.LCWLEGAL.COM/EVENTS-AND-TRAINING)**