ARE YOU AWARE OF THE LATEST CHANGES IN LABOR LAWS?
Whether you’re brand new to the field or an experienced labor relations manager, a certificate will sharpen your ability to manage in a union environment. Gain critical techniques for better bargaining, dialogue and collaboration through seminars and mock negotiations. UWM SCE offers one of the only labor relations certificates in the country. Visit uwm.edu/sce-lr for full certificate details. Single courses can be taken without pursuit of a certificate.

How to earn the certificate
Complete 3 core courses and 2 elective courses within 3 years.

CORE COURSES

Collective Bargaining: Tactics, Techniques and Table Manners
Get the secrets to successful negotiations while you learn to plan strategy and communicate effectively. Understand how to collect and analyze data to help you prepare, anticipate your defense if required, and plan a course of action in order to achieve your objectives.

Approved for 17 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by the Society for Human Resource Management (SHRM) for 21 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5045-9080 Sept. 19-21
$1,165, $1,115 if registered by Sept. 5
Instructors: Jonathan Swain, Thomas Mackenzie, CEUs: 2.1

Contract Administration
After the negotiation of the labor agreement, managers, personnel and labor relations professionals should practice effective methods for developing a winning labor strategy. Learn the rules that govern contract administration, grievance handling, the administration of discipline, and labor arbitration.

Approved for 13 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by the SHRM for 14 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5045-9071 Oct. 4-5
$895, $845 if registered by Sept. 19
Instructors: Steven Bierig, Harry Secaras
CEUs: 1.4

Labor Relations Training for Managers and Supervisors in a Unionized Setting
As a front-line supervisor or manager, you continuously face new employment challenges. Obtain the tools to tackle those challenges, and build the knowledge to oversee contract regulations with conviction.

Approved for 12.75 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by the SHRM for 14 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5045-9071 Nov. 10-11
$895, $845 if registered by Oct. 27
Instructor: Gary Marsack, CEUs: 1.4
Mastering the Collective Bargaining Process
Experience the collective bargaining process through hands-on participation in a simulated negotiation. Whether you’re a newly assigned negotiator on the management team or just looking for a refresher, you’ll get realistic insight into the emotional factors that can affect the outcome of any contract negotiation.

Approved for 18.5 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by the SHRM for 21 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5045-9084 Sept. 26-28
$1,165, $1,115 if registered by Sept. 12
Instructor: Thomas Mackenzie, CEUs: 2.1

Dealing with the Union - with Confidence!
Focus on the most essential issues and practices facing professionals who work directly with unions and union contracts. Arm yourself with easy-to-apply tools for confidently handling unions at the bargaining table, in grievance meetings and in arbitration. Never again be at a disadvantage.

Approved for 23.75 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by SHRM for 28 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5045-9081 Sept. 12-15
$1,595, $1,545 if registered by Aug. 29
Instructors: Jason Kim, Gary Marsack
CEUs: 2.8

Understanding the Interplay Between the ADA and FMLA
What is the Americans with Disabilities Act? The Family and Medical Leave Act? And how to they relate? Join us for this day-long seminar to get thorough answers to all of your questions, and prepare for working with the FMLA and ADA in your workplace. The program will afford a comprehensive review of the requirements of both the ADA and the FMLA, and the relationship between the requirements of the two laws.

Approved for 7 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by SHRM for 7 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5040-9224 Oct. 6
$395, $345 if registered by Sept. 22
Instructor: Jason Kim, CEUs: 0.7

The Wage and Hour Nightmare: Understanding the Ins and Outs of the FLSA
Develop a deep understanding of the Fair Labor Standards Act, and how to effectively execute it within your workplace.

Approved for 7 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by SHRM for 7 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5040-9228, Oct. 20
$395, $345 if registered by Oct. 6
Instructor: Jason Kim, CEUs: 0.7

Tailored Strategies to Achieve your Goals in Bargaining
This is a unique opportunity to explore, in-depth-winning strategies to solve the difficult issues that management routinely faces in collective bargaining. Bring your own difficult issues to share with the class and our instructors to gain their collective insight.

Approved for 12 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by SHRM for 14 Professional Development Credits towards the SHRM-SCP or SHRM-CP.
5045-9082 Oct. 27-28
$895, $845 if registered by Oct. 13
Instructors: Jonathan Swain, Thomas Mackenzie, CEUs: 1.4

SHRM LEARNING SYSTEM FOR SHRM-CP/SHRM-SCP
Aug. 25-Nov. 17
Jan. 26-Apr. 20
Does not count towards certificate completion.
Leadership, Training and Human Resources

Keep up with the changing environment of the workforce with training from UWM School of Continuing Education. Courses in business communication, management and leadership, human resources, training and organizational development will help you gain the knowledge needed to help your organization lead it most important asset – its workforce.

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<td>Putting Together the Pieces – Sexual Harassment in the Workplace</td>
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Find out more at uwm.edu/sce-business
INSTRUCTORS

STEVEN M. BIERIG is an arbitrator and mediator specializing in national labor and employment disputes, with a background in labor law on the management side. He is appointed to cases on an ad hoc basis, serves as a member of arbitration and mediation panels, is affiliated with national associations, and sits on the roster for the Illinois State, Local and Educational Labor Relations Boards.

JASON C. KIM defends employers in arbitration and litigation matters brought under a variety of employment-related statutes, including the Fair Labor Standards Act, Title VII, the Age Discrimination in Employment Act and the Americans with Disabilities Act. He represents and counsels clients in the full range of traditional labor matters, including litigating unfair labor practice cases before the National Labor Relations Board, and negotiating labor contracts.

THOMAS W. MACKENZIE is a member of the board of directors and a senior shareholder of Lindner & Marsack, S.C. He has served as chief spokesman in contract negotiations, assisted in day-to-day administration and grievance handling, managed a broad spectrum of arbitration cases and supported strategies for outsourcing, work transfer, team building, gain sharing and novel approaches to tough collective bargaining issues.

GARY A. MARSACK is a member of the board of directors, president and a senior shareholder of Lindner & Marsack, S.C. His work involves consulting on collective bargaining, general labor strategies, contract administration issues, plant closings, consolidations, work relocations and subcontracting issues. He represents clients in complex litigations before state and federal agencies and courts.

HARRY J. SECARAS is a shareholder at Ogletree Deakins in Chicago. He counsels and represents employers throughout the country in traditional labor matters, employment law issues, employment-related litigation and administrative matters, before federal and state courts and before federal, state and local administrative agencies. He also advises clients on day-to-day matters such as employment policies, handbooks and manuals.

JONATHAN T. SWAIN is a member of the board of directors and president of Lindner & Marsack, S.C. He focuses his practice on the representation of management in labor and employment law. He consults with clients nationwide on collective bargaining strategies, contract administration and arbitration – routinely serving as the chief spokesperson at the bargaining table.

For more information uwm.edu/sce-lr
2016 FALL COURSE SCHEDULE

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