Arm yourself with knowledge and skills to successfully manage the labor relations environment in your organization.
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. 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.

Earn the certificate by completing three core and two elective courses in as little as 18 months (not to exceed three years).

**CORE**

**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.

Mon.-Wed., Mar. 21-23, 8:30am-4pm
Instructors: Thomas Mackenzie, Jonathan Swain
Early Bird: $1,115
(REGISTER BY MAR. 7)
Fee: $1,165
CEUs: 2.1
Program No. 5045-8630

Approved for 17 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by SHRM for 21 Professional Development Credits towards the SHRM-SCP or SHRM-CP.

**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.

Tue.-Wed., Apr. 5-6, 8:30am-4pm
Instructors: Steven Bierig, Harry Secaras
Early Bird: $845
(REGISTER BY MAR. 22)
Fee: $895
CEUs: 1.4
Program No. 5045-8627

Approved for 12.75 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.

**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.

Tue.-Wed., May 17-18, 8:30am-4:30pm
Instructor: Gary Marsack
Early Bird: $845
(REGISTER BY TUE., MAY 3)
Fee: $895
CEUs: 1.4
Program No. 5045-8599

Approved for 13 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.
ELECTIVES

Understanding the Interplay Between the ADA and FMLA
What is the Americans with Disabilities Act? The Family and Medical Leave Act? And how do 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.

Thu., Mar. 3, 8:30am-4pm
Instructor: Jason Kim
Early Bird: $345 (Register by Mar. 18)
Fee: $395
CEUs: 0.7
Program No. 5040-8656

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.

Mon.-Thu., Mar. 14-17, 8:30am-4pm
Instructors: Jason Kim, Gary Marsack
Early Bird: $1,545 (Register by Feb. 29)
Fee: $1,595
CEUs: 2.5
Program No. 5045-8727

The National Labor Relations Act: Practical Considerations
What is the National Labor Relations Act? What is the National Labor Relations Board? Do they only cover unions? Even if you do not have a unionized workforce, it is imperative that you understand the reach and repercussions of NLRB activity, and how it impacts you. This course will introduce you to basic labor relations concepts, and will update you on how important it is for every employer to monitor the NLRB’s activity.

Tue., Mar. 29, 8:30-4pm
Instructor: Carlos Pastrana
Early Bird: $345 (Register by Mar. 15)
Fee: $395
CEUs: 0.7
Program No. 5040-8654

Great content and discussion. I highly recommend this to anyone new to Labor Relations.

-- Harvey Hightower, Collective Bargaining participant

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.
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.

Mon.-Wed., Apr. 18-20, 8:30am-4pm
Instructor: Thomas Mackenzie
Early Bird: $1,115 (Register by Apr. 4)
Fee: $1,165
CEUs: 2.1
Program No. 5045-8631

Approved for 18.5 general credit hours toward PHR, SPHR and GPHR recertification and pre-approved by SHRM for 21 Professional Development Credits towards the SHRM-SCP or SHRM-CP.

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.

Wed., Apr. 20, 8:30am-4pm
Instructor: Jason Kim
Early Fee: $345 (Register by Apr. 6)
Fee: $395
CEUs: 0.7
Program No. 5040-5651

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.

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. This class is led by two seasoned collective bargaining spokespersons with more than 75 years of combined negotiating experience.

Wed.-Thu., May 4-5, 8:30am-4pm
Instructors: Thomas Mackenzie, Jonathan Swain
Early Bird: $845 (Register by Apr. 20)
Fee: $895
CEUs: 1.4
Program No. 5045-8629

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.

SEE HOW CUSTOMIZED TRAINING CAN MAKE A DIFFERENCE FOR YOU
Email sce-customized@uwm.edu or 414-227-3243 to begin tailoring a unique employee training experience today.
# Human Resources Management Certificate

Take the next step in your HR career with UWM’s Human Resources Management Certificate. Courses may also be taken individually, select labor relations courses may be used towards this certificate, in addition to the offerings below. Visit [uwm.edu/sce-hr](http://uwm.edu/sce-hr) for more information.

*Earn the certificate by completing five core courses and three electives within three years.*

## CORE

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<tr>
<th>Human Resources Business Partnership: Impacting Business Outcomes</th>
<th>Fundamentals of HR</th>
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<td>Thu., Mar. 3</td>
<td>Wed.-Thu., Apr. 13-14</td>
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<td>2 Tue., Mar. 8 &amp; Mar. 15</td>
<td>Find additional core courses online.</td>
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## ELECTIVES

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<tr>
<th>Understanding the Interplay Between the ADA and FMLA</th>
<th>Putting Together the Pieces – Sexual Harassment in the Workplace</th>
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<th>Potential Landmines in the Interviewing and Hiring Process</th>
<th>How Employers can Defend Against Worker’s Compensation Claims</th>
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<td>Wed., Mar. 16</td>
<td>Thu., Apr. 28</td>
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<th>Compensation Program Design and Administration</th>
<th>How Employers can Defend Against Worker’s Compensation Claims</th>
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<td>Mon.-Tue., Apr. 4-5</td>
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<tr>
<th>The Wage and Hour Nightmare: Understanding the Ins and Outs of the FLSA</th>
<th>Successfully Defending Retaliation and Discrimination Claims</th>
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<td>Wed., Apr. 20</td>
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**SHRM Learning System for SHRM-CP/SHRM-SCP**

Mon.-Fri., Jan. 28-Apr. 28

Does not count towards certificate completion.
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.

Carlos Pastrana is an attorney at Michael Best & Friedrich’s Labor and Employment Practice Group in Milwaukee. He focuses on labor and employment law, including discrimination, retaliation, sexual harassment, unemployment insurance, workers compensation, and labor relations issues. Pastrana has extensive English and Spanish litigation experience in Court and administrative forums at the State and Federal level, including trial and hearing experience, as well as discovery, motion, and appellate practice.
THE VALUE OF PROFESSIONAL CERTIFICATES

Professional certificates are an affordable and convenient way to increase your value in the workplace. Over the past several decades, certificates have been the fastest-growing postsecondary credential awarded. Frequently attained as a supplement or a stepping stone to a degree, certificates are earned through noncredit, hands-on professional development in a specific career discipline. Courses are taught by industry experts, and the skills acquired are relevant and immediately applicable on the job.

Who Should Pursue A Professional Certificate?

- **Working Professionals** – update current skills, gain new ones, advance your career and increase your earning potential
- **Recent College Grads** – bridge the gap between your education and new job requirements
- **Career Changers** – jumpstart your employment in a new field, quickly and economically

Why Choose SCE?

A professional certificate from the School of Continuing Education comes with the distinction and quality that the University of Wisconsin-Milwaukee has to offer. UWM is Wisconsin’s premier public, urban university with a strong international reputation for excellence in education.

- Local industry experts with real-world knowledge and advice
- Opportunity to network with like-minded professionals
- Convenient downtown location
- Amenities including course materials, meals and discounted parking

FOR MORE INFORMATION

contact Labor Relations Program Manager
Mary Piwaron, 414-227-3216 or mgv@uwm.edu.
Approach Labor Relations with Confidence

Bring More to the Bargaining Table.

Stay calm, cool and collected with the knowledge you’ll gain from UWM’s Certificate in Labor Relations Management, featuring:

- Exceptional courses
- Industry-expert instructors
- Relevant curriculum
- Compact schedules

Register Today and Save with Early Bird Pricing! Visit uwm.edu/sce-lr to learn more!

For more information contact Mary Piwaron at 414-227-3216 or mgv@uwm.edu.
REGISTER
uwm.edu/sce-registration
800-222-3623 | 414-227-3200
Mon.-Fri., 8am-5pm CST

LOCATION
Programs will be held at the UWM School of Continuing Education, 161 W. Wisconsin Avenue. SCE is conveniently located in downtown Milwaukee.

For the latest information on getting to and from SCE, visit uwm.edu/sce-directions. The webpage includes access to printable color PDFs of current maps, information about parking, public transportation information and other details relevant to our location. Visit uwm.edu/sce-hotels for an abundance of nearby lodging and entertainment options.

PROGRAM CANCELLATIONS/REFUNDS
A full refund is issued to program participants if the School of Continuing Education cancels a program for any reason. Participant withdrawals made at least two weeks (14 days) prior to the start of a program can receive a 100% refund. When a participant withdraws less than two weeks prior to the program start, participants may have their fees transferred one time to any currently available program, otherwise participants will receive a refund minus a 20% administrative fee. For programs with a fee of $35 or less, no refund will be given. Once a program has begun, refunds are no longer issued.

Network with like-minded professionals, hear from past participants and tailor an online experience that fits your interests. With more than 20 social accounts to choose from, we’ll keep you posted on deals, discounts, giveaways and more!

uwm.edu/sce-connect
All Labor programs have been approved for recertification credit hours through HRCI. In addition, they have been pre-approved by the Society for Human Resource Management for Professional Development Credits (PDCs) towards the SHRM-SCP or SHRM-CP.

MORE SCE PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Business & Management
uwm.edu/sce-business

Business Analysis
uwm.edu/sce-ba

Business Process Improvement
uwm.edu/sce-businessimprovement

Marketing & Technology
uwm.edu/sce-marketingtech

Languages
uwm.edu/sce-languages

Project Management
uwm.edu/sce-pm

Small Business Development Center
uwm.edu/sce-sbdc