Spring 2019

LABOR RELATIONS MANAGEMENT

Professional Development Courses and Certificates

Learn from a team of experts who practice what they teach!

Thomas Mackenzie, JD
Instructor

SCHOOL OF CONTINUING EDUCATION

UNIVERSITY of WISCONSIN MILWAUKEE
Whether you’re new to labor relations or a well-seasoned professional, a Labor Relations Certificate from UWM’s School of Continuing Education enhances your ability to manage in a union environment. You gain insights and techniques from leading experts in the field for better bargaining, dialogue and collaboration through seminars and mock negotiations. Visit uwm.edu/sce/lr for full certificate details.

Curriculum Requirements: Complete 3 core courses and 2 elective courses within three years. Individual courses may be taken without pursuit of the certificate.

CORE COURSES

Collective Bargaining: Tactics, Techniques and Table Manners
Learn 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.
5045-11509 Feb 11-13
$1165, $1115 if registered by Jan 28
Thomas Mackenzie and Jonathan Swain
2.1 CEUs, 21 PDCs

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.
5045-11582 Mar 11-12
$895, $845 if registered by Feb 25
Gary Marsack
1.4 CEUs, 14 PDCs

Labor Relations Training for Managers and Supervisors in a Unionized Setting
As a frontline supervisor or manager, you continuously face new employment challenges. Obtain the tools to tackle these challenges, and build the knowledge to oversee contract regulations with confidence.
5045-11520 Mar 13-14
$895, $845 if registered by Feb 27
Steven Bierig and Harry Secaras
1.4 CEUs, 14 PDCs

UWM is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs).
Conducting Efficient and Effective HR Investigations
With business and legal risk looming, is more always better? Join us for a daylong, interactive workshop designed to help every HR professional—from the new to the most experienced—gain a fresh perspective on how to best conduct an efficient and effective HR investigation.
5040-11503 Apr 29
$395, $345 if registered by Apr 15
Jill Sopha
0.7 CEUs, 7 PDCs

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.
5045-11586 June 3-6
$1595, $1545 if registered by May 20
Jason Kim and Gary Marsack
2.5 CEUs, 25 PDCs

Tailored Strategies to Achieve Your Goals in Bargaining
This is a unique opportunity to explore in-depth strategies to solve the issues that management routinely faces in collective bargaining. This class is led by two seasoned collective bargaining experts with more than 75 years of combined negotiating experience.
5040-11511 May 14-15
$895, $845 if registered by Apr 30
Thomas Mackenzie and Jonathan Swain
1.4 CEUs, 14 PDCs

CUSTOMIZED TRAINING
Group Training – Your Place or Ours.
At UWM, we customize training solutions to meet your specific labor needs. Our team of experts clearly identifies your training goals, designs the curriculum and delivers solutions that achieve your goals.
For more information, visit uwm.edu/sce/customized
Check out our Human Resource Management & Organizational Development Certificate

The HRM & OD Certificate offers a unique way to approach the complex world of human resources and labor relations, while developing a strong foundation for your organization. Earn the certificate or align coursework to emphasize a specialization in one of the following areas: Developing Your Organization, Building HR/Business Partnerships or Understanding the Legal Structure of Human Resources.

To learn more about the Human Resource Management & Organizational Development Certificate including dates, location and registration, visit uwm.edu/sce/hr.

**COURSES**

**Building a Strong Foundation Through Employee Onboarding**  
5040-11506 May 6

**Conducting Efficient and Effective HR Investigations**  
5040-11503 Apr 29

**NEW Creating a Destination Workplace**  
5040-11720 Apr 11

**Employee Relations**  
5040-11519 Mar 7

**Fundamentals of Organizational Development**  
5040-11491 Jan 30-31

**Getting Human Resources a Seat at the Table**  
5040-11512 June 11

**NEW New World of Talent Acquisition**  
5040-11650 Apr 25

**Organizational Development Plan and Implementation**  
5040-11507 May 7-8

**Strategies for Succession Planning**  
5040-11587 June 10

**StrengthsFinder**  
5040-11493 Mar 6

**Take a Coach Approach to Managing**  
5050-11456 Feb 27-28

**Talent Development**  
5040-11492 Feb 19-20

For more information uwm.edu/sce/hr
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 and local 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, senior attorney 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.

JILL SOPHA is the owner and managing director of Sopha Mediation, LLC, where she serves as an employment attorney mediator. She has more than 20 years of experience practicing as an employment attorney as well as over 15 years in progressive legal and HR leadership roles at a Fortune 500 company. Jill is a frequent speaker on topics involving mediation and employment law, with a focus on avoiding and resolving workplace conflict and litigation.

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.
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