

Grow your career.
Level up for the future.

Managing in a Unionized Work Environment

A skills-intensive management program covering leadership, employment-related laws and proven ways to achieve a progressive work environment.



Managing in a Unionized Work Environment

Managing in a unionized environment and supervising unionized employees has become increasingly complex. Changes to collective agreements, labour laws, human rights codes, and grievance and disciplinary procedures make it very challenging to maintain a cohesive, trusting and motivated workforce.

This popular program takes the guesswork out of managing unionized employees and allows you to gain both legal and leadership perspectives.

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2-day program



Book this program [online](#)



Managing in a Unionized Work Environment

Changes to collective agreements, labour laws, human rights codes, grievance and disciplinary procedures make it very challenging to maintain a cohesive, trusting and motivated workforce. This popular program will help by taking the guesswork out of managing unionized employee groups. The skills-laden program is team-taught by a top labour relations expert and a world-class authority on leadership. Together, they give participants legal and leadership perspectives, up-to-date labour relations knowledge plus proven leadership approaches to improve workplace relations. Attendees will be able to make confident management and human resources decisions that their employees will respect and support.



2-day program



Book this program [online](#)



Program Highlight



2 Classroom Sessions

Rich learnings in just 2 days



Real-World Applications

Master proven leadership approaches to improve workplace relations



Interactive

Hands-on and participatory



Digital Badge

Receive an authentic digital badge from Canada's #1 business school



Program Faculty



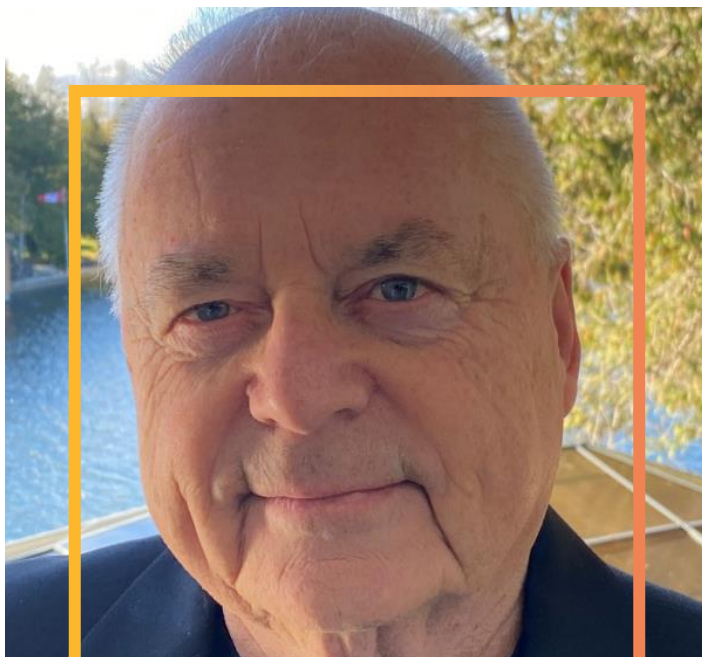
Cy Charney

BA, MBL, P. Admin

Cy Charney is one of the Schulich School of Business, York University's top instructors. As a leading Canadian thought leader in the area of organizational performance, Cy has developed a variety of unique interventions to help organizations in both the private and public sector become leaders in their field. He delivers a practical approach with enthusiasm, energy and a sense of humor. He is also a seasoned trainer who customizes a variety of programs always with the intention of adding value to internal and external customers. He is an acknowledged leader in the area of self-directed learning having created a unique system of team learning called Peer Mentoring™ which is used by organizations around the world. When not at Schulich ExecEd, Cy is hard at work assisting his clients which include a number of Fortune 500 companies and government departments around the world.



Program Faculty



John Platz

CMC, BA

John has held the position of Vice President of Human Resources with several Canadian companies including Weston Bakeries, Griffith Laboratories, Livingston International and Commonwealth Hospitality. He also occupied the senior role with Brunswick Mining & smelting in Bathurst New Brunswick, a subsidiary of Noranda. He oversaw all facets of human resource management including industrial relations, recruitment, training and development, occupational health and safety, performance management, compensation, and change management.

He was also a long-time instructor at the Schulich School of Business at York University. He has also negotiated almost 200 collective agreements in various industries across Canada as a chief spokesperson spanning 40-plus years.



This program was in line with my daily duties and responsibilities. I will be able to incorporate my learning into my performance management of my team. I would recommend this program for anyone who manages in a unionized environment.

S. Mancini

Assistant Security Manager, Oxford Properties Group

This program is a must for all front-line and middle-management managers who support unionized employees. It allows managers to increase morale, productivity and labour relations.

B. Smith

Plant Manager, Honeywell



Program Content



Working Within Legislative Guidelines

Key principles and practical application of Human Rights, Employment Standards, and Health and Safety legislation

The Collective Agreement

- Approaches to navigate the key typical features – hours of work, scheduling, union entitlements, leave entitlements, rules of conduct, etc.
- Collective bargaining and working with the union. Isn't there a better way?
- The grievance procedure – how to prepare, how to respond

Managing Disciplinary Issues & Process

- Dealing with issues correctly the first time
- Planning for the right outcome: place, time and process
- Disciplinary process, progressive discipline, appropriate penalties
- Investigating – “suspension with- or without pay” pending investigation

Program Content



Addressing Challenging Behaviour

- Controlling tardiness, culpable vs. nonculpable absenteeism
- Improving attendance: best practices
- Managing poor conduct and harassment
- Worker's compensation and disability plans

The Impact of Leadership on Relationships and Performance

- The difference between employee relations and labour relations
- The manager's responsibility for performance within contract guidelines
- Why managers of unionized employees fail to engage and delegate
- Raising the performance bar. Setting challenging goals and standards of performance with, not for your team

Who Will Benefit



Mid-Career Leaders

Managers in unionized workplaces will learn how to navigate shifting union laws, facilitate union-employee relationships, and gain the knowledge and expertise to level up to more senior roles. This program is ideal for front-line and HR supervisors and workplaces with complex union regulations, such as public sector departments, municipalities, educational institutions, unionized agencies and healthcare organizations.

Completion Benefits



Advanced

Shows that you're able to apply knowledge at a strategic, organizational level.

After completing the Managing in a Unionized Environment program, you'll receive an authentic digital badge from the #1 business school in Canada that employers will recognize.

As more and more companies look for candidates with specific skills, this badge on your CV will be a credible assurance of your achievements and expertise, allowing the right roles to find you faster.



14 HRP-CPD Hours. This program has been approved for CDP hours under Section A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA). Be sure to note the program ID number on your CPD log. For more information about certification or continuing professional development, visit the HRP website at www.hrpa.ca/hrdesignations_/Pages/Continuing-Professional-Development.aspx

Why a Certificate at Schulich ExecEd?

There will no longer be a single transition from graduation to work in one's life.

Because few of us have the same job for life, we constantly have to re-invent ourselves, learn new skills and adapt to the changing marketplace and business environment. Today's professionals and executives must be able to quickly develop and fine-tune personal business skills to adapt and grow.

We are #1 Business School in the country

We have the privilege of being ranked #1 and teaching top students from around the world.

Our Program is Unique

Distinction from growing competition in the job market.

We Provide a Combination of Skill Specialization & Range

Deepen your current skills and acquire new ones.



About Schulich ExecEd

At Schulich ExecEd, the professional development arm of the world class Schulich School of Business, all our programs are non-degree, mid-career acclaimed qualification that employers recognize and that you can add to your CV.

We provide:

- Short programs building an individual business skill have industry recognized credentials for that skill
- Certificate programs build a wider skill set with a number of key skills
- Masters Certificates are an intense dive into Leadership, Management or specific Business skillsets. This is our highest mid-career professional development business school certification

Key Stats:

- Ranked #1 business school in Canada
- Ranked #12 in global MBA ranking
- Educated over 80,000 professionals across the world.
- Delivered over 4,000 programs virtually and in-person
- 96% of our graduates used knowledge or skills from the program on the job
- 87% of our graduates reported improved job performance
- Worked with over 500 companies worldwide

Over 450 leading faculty in areas of management, leadership, communications, finance, marketing, business development and strategy





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