

“EXCELLENT SPEAKERS AND MATERIALS. REAL-LIFE STORIES BRING MATERIAL INTO FOCUS...”

WHO SHOULD ATTEND

All Labor Relations Professionals new to Florida Public Sector Labor Relations AND all Human Resources Staff supporting the Labor Relations function.

FPELRA MEMBERS RECEIVE SPECIAL DISCOUNTS...

Not yet a member of FPELRA? Go to WWW.FPELRA.ORG for a membership application. While you're there, check out all the benefits of membership in FPELRA.



FPELRA
Florida Public Employer Labor Relations Association
P.O. Box 1618
High Springs, Florida 32655-1618

FIRST CLASS MAIL

FPELRA
Florida Public Employer Labor Relations Association

CERTIFICATION SERIES

FLORIDA PUBLIC SECTOR LABOR RELATIONS PROFESSIONAL

OPENING WINDOWS OF OPPORTUNITY FOR OUR MEMBERSHIP



An in-depth, COST-EFFECTIVE solution to your Professional Development NEEDS!!

WWW.FPELRA.ORG



Your key to the best Public Sector Labor Relations network in Florida.

THE CERTIFICATION SERIES

Are you NEW to the Labor Relations arena? Maybe you are an accomplished individual in the Labor Relations arena, but NEW to Florida Public Sector?

Then you might want to consider FPELRA's four-part training series leading to certification as a Florida Public Sector Labor Relations Professional. This four-part series gives you the history and background of collective bargaining in Florida, as well as practical hands-on application of the Labor Relations practicum - all presented by professional trainers/educators, legal practitioners representing management exclusively, and exceptionally experienced professionals.

In addition to gaining your certificate in Florida Public Sector Labor Relations from the premier Labor Relations Association in Florida, our training series can also be used towards the Society of Human Resource Management (SHRM) recertification requirements and qualify you for 3.25 Continuing Education Units (CEU) through our partnership with the University of Central Florida.



Log on to our website at www.fpelra.org and click on the training tab for the latest information on our upcoming training classes.

Show your employer that you are committed to improving your value!

THE FOUR PART SERIES

Module 1: Introduction to Collective Bargaining and Chapter 447, Florida Statutes, the Public Employees Relations Act

This initial module, which must be completed prior to enrolling in modules 2, 3, and 4, provides a complete summary of the public sector bargaining process in Florida. It includes an overview of Chapter 447, F.S. The Public Employees Relations Act. It also covers preparing for bargaining, understanding the politics of bargaining, good faith bargaining, executive sessions, impasse procedure, and more. This module is critical for understanding the collective bargaining process. FPELRA's Collective Bargaining Manual is included with registration of this module.

Module 2: Collective Bargaining Simulation

This module allows participants to apply the knowledge gained in the "Introduction to Collective Bargaining" module. Participants receive pre-class communications for research prior to class attendance. Then you become the negotiating team! During the simulated bargaining session, participants role-play the lead negotiator, scribe, and observer positions on a management or a union team at a bargaining session. The issues are real! The tension can be felt. Trained coaches assist the participants through the process.

Module 3: Impasse Simulation

This module provides participants hands-on experience in a simulated impasse hearing between the parties. The day culminates with a Special Master hearing, the rendering of a recommended award and a debriefing. This module is be conducted by professional trainers/educators and attorneys specializing in representing management in labor law.



Module 4: Grievance Handling and Arbitration Simulation

The fourth and final module in the certification series focuses on the on-going maintenance function of the collective bargaining agreement. In this module, explore how to interpret contract language, process and respond to grievances, and prepare your case for an arbitration hearing. Once again, participants receive pre-class information for research. During the day, participants prepare their management or union case based on information provided and decide on roles in presenting the case to an Arbitrator. The day culminates with teams presenting arguments and rebuttals during an Arbitration Hearing. The rendering of the Arbitrator's decision is followed by a debriefing exercise.

ADVANCED MODULES COMING

CONTRACT COSTING: Learn what is important to capture and cost in order to get a true picture of the contract.

CONTRACT LANGUAGE: Learn why it is important to include and exclude certain language from your contract.