

Applying the Collective Agreement

Wednesday, November 10 — 8:30 a.m. to 12:30 p.m.

Instructors

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Seminar Description

In this seminar, you will learn the fundamentals of applying the provisions of the collective agreement.

The fair and open application of a collective agreement is fundamental to the effective and smooth operation of the work place. Yet managers often express frustration with the contents of a collective agreement and frequently describe it as the 'union contract'.

In this seminar, we will explore the basic principles of the agreement that is arrived at through collective bargaining. We will investigate how an agreement is arrived at, how the interests of the parties have been described in contractual language, and how those interests are presented on behalf of both parties.

The following topics will be covered in a systematic and interactive way:

- hands-on practice in addressing everyday issues
- applying the principle of 'reasonableness'
- the impact of seniority on operations.

Time will also be devoted to issues and concerns raised by the participants.

By the end of the seminar, you will have a clear understanding of what has gone into the creation of a collective agreement and how applying it openly and fairly can contribute to enhanced productivity and improved work-place relations.

Who will benefit from attending?

This seminar is designed to benefit anyone who supervises people or influences the supervision of people: senior managers, line managers, and supervisors, including HR professionals and managers.

How will they learn?

Maximum class size is 25 attendees to ensure optimal interaction and discussion. Every course includes both experiential and theoretical learning, as well as take-away manuals.

How much does it cost?

- Regular fee for half-day course: \$195 (*plus HST*)
- 10% discount for early-bird registration
- 10% discount if one person registers for two or more courses at the same time

Where are the sessions held?

Suite 27-28, 1621 McEwen Drive
Whitby, Ontario L1N 9A5
(south of Hwy. 401 — exit at Thickson Rd.)
Full directions provided on registration form.