

€ TRAINING

Advanced Labor Law





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Introduction:

This training program offers participants a comprehensive understanding of the intricate legal frameworks governing employment relationships. It empowers them to handle sophisticated legal challenges and foster a legally compliant work environment.

Program Objectives:

At the end of this program, participants will be able to:

- Gain an in-depth understanding of advanced labor law principles.
- Develop specialized skills for handling complex employment issues.
- Navigate legal frameworks governing labor relations with expertise.
- Implement strategies to effectively manage labor disputes and grievances.
- Foster inclusive and fair workplace practices in compliance with labor laws.

Targeted Audience:

- HR Directors and Managers.
- Legal Counsel specializing in labor law.
- Employment Law Attorneys.
- Labor Relations Specialists.
- Corporate Compliance Officers.
- Union Representatives.

Program Outline:

Unit 1:

Advanced Concepts in Labor Law:

- Examination of advanced labor law principles.
- Legal analysis of evolving labor legislation and case law.

- Interpretation and application of labor statutes and regulations.
- Emerging trends and challenges in labor law practice.
- Case studies on landmark labor law cases.

Unit 2:

Collective Bargaining and Union Relations:

- Advanced understanding of collective bargaining agreements.
- Legal considerations in negotiating labor contracts.
- Arbitration and mediation in labor disputes.
- Union organizing and decertification processes.
- Case studies on complex collective bargaining negotiations.

Unit 3:

Employment Discrimination Law:

- Advanced analysis of employment discrimination laws.
- Prohibited forms of discrimination and protected classes.
- Addressing systemic discrimination in the workplace.
- Litigation strategies for handling discrimination claims.
- Case studies on significant employment discrimination cases.

Unit 4:

Advanced Wage and Hour Issues:

- In-depth examination of wage and hour laws and regulations.
- Classification of employees and independent contractors.
- Overtime exemptions and calculations.
- Navigating wage and hour audits and investigations.
- Case studies on wage and hour compliance challenges.

Unit 5:

Workplace Safety and Health Compliance:

- Advanced understanding of occupational safety and health regulations.
- Employer obligations under OSHA and state safety laws.
- Investigating workplace accidents and injuries.
- Developing effective workplace safety programs.
- Case studies on complex workplace safety litigation.

Unit 6:

Advanced Employment Contracts and Restrictive Covenants:

- Legal analysis of complex employment contracts.
- Drafting and enforcing restrictive covenants non-compete agreements.
- Litigation strategies for breach of employment contracts.
- Advanced negotiation techniques in executive compensation agreements.
- Case studies on intricate employment contract disputes.

Unit 7:

International Labor Law:

- Overview of international labor standards and conventions.
- Comparative analysis of labor laws across jurisdictions.
- Cross-border employment issues and jurisdictional challenges.
- Addressing global labor rights and corporate social responsibility.
- Case studies on multinational labor law compliance.

Unit 8:

Workplace Investigations and Compliance Audits:

- Conducting thorough workplace investigations.
- Legal considerations in conducting internal investigations.

- Strategies for compliance audits and assessments.
- Handling whistleblower complaints and retaliation claims.
- Case studies on complex workplace investigations.

Unit 9:

Alternative Dispute Resolution in Labor Relations:

- Advanced techniques in mediation and arbitration.
- Selecting and managing neutral arbitrators and mediators.
- Drafting effective settlement agreements.
- Achieving resolution in complex labor disputes.
- Case studies on successful alternative dispute resolution outcomes.

Unit 10:

Emerging Issues in Labor Law:

- Analysis of contemporary labor law challenges.
- Impact of technology and gig economy on labor relations.
- Legal considerations in remote work arrangements.
- Addressing diversity, equity, and inclusion in labor practices.
- Case studies on emerging trends in labor law.