

# WEBINAR: Effective Employee and Labor Relations Management



## Overview

This seminar provides an overview of the various methods and concepts, which make up and affect employee and labor relations. Through case studies labor cases simulations; the participant will gain an understanding of the employee and labor relations process as well as its application to the workplace and factors that affect employee-employer relations, such as mediation, and conflict management.

A necessary skill set in today's world - designed for those involved in, or associated with labor relations. Covers the labor-related laws, typical contract clauses, grievance procedures, responsibilities of the supervisor and the manager, and current activities in the labor relations field. Participants will learn to approach their responsibilities for matters covered by labor relations with more confidence and expertise.

## Objectives

At this program's conclusion, participants should be able to:

- Describe the basic framework for employee and labor relations including; the mechanics of the grievance process, mediation, mutual gain bargaining, arbitration, discipline, pertinent labor laws.
- Evaluate the employment situations within the context of industrial and labor relations.

## Who Should Participate

A Must-Attend Seminar for HR Practitioners, Administrative Officers, Training Development Officers and Managers and Supervisors.

This seminar is intended for Senior Managers, Management Committee Members and Functional Managers and Supervisors including team leaders who are managing human resources. Teams of managers from different functions, levels or units to the program gain a significant business advantage in terms of greater assurance of application of learning as well as better integration and alignment of labor management program.

## Key Topics

### 1. HR Practice in Employer-Employee Relationship

- Conditions of Employment
- Employee Engagement

2. The political, economic, legal, and social framework for employee and labor relations, including the more current mutual interest-based relationship.

#### 2.1 The Employee Rights to Statutory Benefits

- Minimum Wage Law
- Holiday Pay Law
- Night Shift Differential Pay
- 13th Month Pay Law
- Rest Day Benefits
- Service Incentive
- Overtime Pay Benefits
- Paternity Pay Law
- Solo Parent Law
- Maternity Leave
- Separation Pay
- Retirement Pay Law
- Non-Diminution Rule

#### 2.2 Employee Welfare Law

- The Employee Compensation Law
- Right to Emergency Medical and Dental Treatment
- Protection of Women and Minor Workers

3. The future trends of employee/employer interaction, including alternate dispute resolution (ADR), mediation and mutual gains bargaining.

- Petition to Organize and Rights of the Union
- Laws on Termination

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## Duration

- 3 hours

## Webinar Fee

- Php 1,750.00 per participant (inclusive of e-Handouts and e-Certificate) to be paid at least 3 banking days before the event

## Requirements

- Mobile phone, tablet, computer or laptop
- Download free ZOOM app
- Internet connection
- Good audio connection

## Reservation

- Please call to register (0915.205.0133|0908.342.3162 | 0933.584.7266| (02) 8.727.5628) or use the registration form below. Kindly fill-out and email to [businesscoachphil@gmail.com](mailto:businesscoachphil@gmail.com). You will receive a confirmation within 48 hours.

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