



## 2007 Institute Courses

### [Arbitration for Advocates in the Federal Sector](#)

[March 28-30, 2007 Washington, DC](#)

This intensive, three-day program is designed **for both the private and Federal Sectors and both NLRB and FLRA rules will be addressed.** This course enhances the arbitration advocacy abilities of experienced labor relations practitioners -- union business agents, stewards, personnel managers, analysts, and attorneys -- for both labor and management.

### [Bridging the Generation Gap in the Workplace](#)

[April 17-18, 2007 Seattle, WA](#)

For the first time in history, there are four distinct generations in the workforce, each with different expectations, traits, characteristics, values, and work styles. This course is designed to help you meet the challenges of understanding how and why these differences manifest in the workplace today.

### [Arbitration for Advocates](#)

[April 23-25, 2007 Washington, DC](#)

This powerful three-day program is designed to enhance the arbitration skills of experienced labor relations practitioners --union business agents and stewards, personnel managers and analysts, and attorneys--for both labor and management. Private and public sector representatives will both benefit.

### [Mediation Skills for the Workplace-](#)

[May 14-18, 2007 Orlando, FL](#)

Dealing effectively with conflict in the **workplace** has become a critical function in all organizations. Employers and employees are increasingly turning toward mediation to avoid costly and **time-consuming litigation.** Mediation has been successfully applied to many types of workplace disputes, including grievances, EEO complaints, superior/subordinate problems, and peer conflicts.

### [Evidence and Witness Examination in Arbitration](#)

[June 5-6, 2007](#)

This new two-day course offering a special emphasis on evidence and witness examination in labor arbitration expands upon the Institute's basic course on Arbitration for Advocates. Designed for those who have had some experience in labor arbitration, the course also should be helpful for those advancing to more complex disputes

### [Labor-Management Negotiations](#)

**June 11-15, 2007 Phoenix, AZ**

This dynamic and interactive workshop focuses on best practices and techniques needed for 21<sup>st</sup> century contract negotiations, problem solving, grievance handling, EEO matters and labor-management disputes. Participants will learn a wide array of successful collective bargaining skills to master both the “old “and the “new” issues and problems facing our constantly evolving labor negotiations system.

**Becoming a Labor Arbitrator**

**September 17-21, 2007 Location Santa Monica, CA**

This is a special course for labor-management practitioners **with substantial experience in industrial labor relations** who wish to become labor arbitrators. In addition, skills learned here will also enhance the practice and skills of current arbitrators. A minimum of seven years or labor relations experience is suggested. Successful completion of this training will substitute for three of the five required to be placed on the FMCS Roster of Arbitrators, and can enhance the practice and skills of current Arbitrators. Consideration for admission to the roster requires extensive and recent experience in collective bargaining. If the applicant for admission is an advocate, he/she must cease all such activity before being recommended to the roster.

**Note: successful completion of the course does not guarantee a place on the FMCS Roster. Please visit our website for requirements for placement on the FMCS Roster.**

Please visit [www.fmcs.gov](http://www.fmcs.gov) for more information  
or call

Lynda Lee (206) 553-2773

Lynda Lee  
Program Assistant  
FMCS Institute for Conflict Management  
2001 6th Avenue, Suite # 2501  
Seattle, WA 98121  
PH 206-553-2773  
FX 206-553-0722