

Labor Management Relations (LMR)

COURSE NUMBER **FAA01205**

For information about this course, contact:
 FAA Program Manager
 (386) 446-7251

DESCRIPTION AND LEARNING STRATEGY

In order for managers to achieve positive outcomes in a complex bargaining unit work environment, they must know and apply LMR principles and law. Managers will learn to create effective labor management relations in the workplace through understanding the rights and responsibilities of management and bargaining units as defined by the law and collective bargaining agreements. The methodologies used in this highly interactive course include case studies, lecture/discussion, and small/large group activities and video scenario.

This course is targeted primarily at first-time managers. Those in need of an LMR refresher to continue leading effectively in a changing work environment may find the course valuable as well.

OBJECTIVES

- Apply knowledge of Statutes and collective bargaining agreements to workplace situations.
- Distinguish between various types of problem-solving processes to resolve differences between labor and management.
- Apply knowledge of FAA policy on Conduct and Discipline to workplace situations.
- Demonstrate knowledge of the rights and responsibilities that promote effective work relationships.
- Explain the systemic impact of management decisions in a bargaining unit environment.
- Demonstrate knowledge of all management rights specified in 7106a (Labor Law) and how they are applied in various case studies.

KEY COMPETENCIES

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| • Agility | • Integrity and Honesty |
| • Building Alliances | • Interpersonal Relations and Influence |
| • Communication | • Problem Solving |

CLASS SIZE

18 participants –
 Single Instructor
 24 participants
 Dual Instructors

LENGTH 4½ days
 (Monday, 8:00 a.m. –
 Friday, 12:00 noon)
 36 hours

LOCATION

Customer site or
 FAA Center for
 Management and
 Executive Leadership
 Palm Coast, Florida

UPCOMING DELIVERIES

(see [FY12 schedule](#)
 and [FY13 schedule](#))

WHO SHOULD ATTEND

FAA managers who need a thorough understanding of LMR principles and law in order to achieve positive outcomes in a bargaining unit work environment.

ENROLLMENT

To enroll, contact your line organization's training coordinator. To arrange a **fee-for-service delivery**, call (386) 446-7154.

PREREQUISITE

None

PRECOURSE

None

RELATED COURSES

Constructive Conflict
 Management
 (FAA01318)
 Frontline Manager Course-
 Phase 3 (FAA01292)
 Managerial Coaching and
 Mentoring (FAA01299)
 Systems Thinking
 (FAA01277)