



Certificate in Employee Relations Law

Most HR professionals never receive formal employment law training. In 4½ days, you'll build comprehensive expertise in labor relations, discrimination defense, and workplace compliance. Practicing attorneys. Practical strategies. Confidence to handle complex situations.

4½ days

DURATION

\$2,375

INVESTMENT

29.75 credits

SHRM/HRCI/CLE

IN PERSON

VIRTUAL

ON DEMAND

45+ YEARS

Trusted Since 1979

80,000+

Certificates Earned

PRACTICING ATTORNEYS

Not Academics

Program Overview

This intensive certificate program transforms how you approach workplace legal challenges. From navigating union organizing campaigns to defending discrimination charges, you'll learn directly from attorneys who handle these cases daily. The curriculum covers the full spectrum of employee relations law: NLRA compliance, Title VII, ADA/FMLA accommodations, wage and hour requirements, and post-employment restrictions. You'll gain the knowledge to prevent problems before they become lawsuits.

What You'll Gain

- ✓ **Confident decision-making** when facing union organizing, discrimination charges, or complex accommodation requests
- ✓ **Practical frameworks** for handbook policies, investigations, and termination documentation that withstand legal scrutiny
- ✓ **Current legal knowledge** on NLRB developments, Title VII, ADA/FMLA, and state-specific requirements affecting your workforce
- ✓ **Risk prevention skills** to identify liability exposure before it becomes litigation

Your Pre-Program Consultation

Every enrollment includes a complimentary 10-15 minute consultation with our team. Before your program begins, we'll discuss your specific challenges, identify which topics will have the biggest impact for your role, and ensure you get maximum value from your investment.

Comprehensive Labor Relations

2 Days | \$1,375

Navigate the complex terrain of organizing risk, employee handbooks, union elections, and collective bargaining with proven strategies that protect your workforce while maintaining compliance.

Individual blocks can be taken separately. The full program provides the best value.

The Current NLRB & Organizing Landscape

FOUNDATION Elections & recognition after NLRB Cemex decision

Faster elections; higher risk of bargaining orders for ULPs; what 'card-check-adjacent' and new GC guidance mean in practice.

EXPERT Joint-employer status (where it stands now)

2023 rule invalidated; prior standard effectively back. Implications for franchise/contracting models and vendor oversight.

ADVANCED Handbooks after NLRB Stericycle decision

Why neutral rules (civility, confidentiality, social media, devices) can still violate §7; how to rewrite with context-specific justifications.

Practical Guidance for Non-Union Workplaces

FOUNDATION Hiring & onboarding practices

Lower ULP risk; orientation scripts that avoid 'captive audience' pitfalls.

EXPERT Manager training for §7 in non-union settings

Protected concerted activity on Slack/Teams and group chats; where discipline goes wrong under Stericycle.

ADVANCED The three big sparks for organizing

Scheduling/fairness, safety (including psychological safety), and transparency (wages/career paths). Learn how HR cools them with credible channels and swift fixes.

Election Readiness & Campaign Law

FOUNDATION Campaign playbook: Do / Don't

Practical rules for message discipline under accelerated timelines; maintaining true laboratory conditions.

EXPERT Post-election objections and reruns

Prevent and defend against objections to avoid costly reruns.

ADVANCED Access, equal time, and solicitation rules

Apply solicitation/distribution and email/Teams policies, updated for hybrid work.

Collective Bargaining

FOUNDATION Setting the table

Management rights, grievance/arbitration, zipper, information requests, technology/data clauses, and safety.

EXPERT Handbook ↔ CBA alignment

Avoid conflicts and unintended past-practice creation.

ADVANCED Good-faith bargaining

Information requests, surface bargaining risks, and documenting proposals/counterproposals.

Strikes, Pickets, and Employer Response

FOUNDATION Types of strikes and lockouts

Intermittent/partial strike pitfalls; replacements and lawful lockout strategy.

EXPERT Contingency planning

Checklists and communication protocols that minimize disruption.

ADVANCED Picketing & social media amplification

What changes in a viral era and how to respond lawfully.

Discrimination Prevention & Defense

2 Days | \$1,375

Master discrimination law fundamentals across all protected classes. Learn how to identify workplace practices that expose your company to liability and implement preventive measures that strengthen your defense.

Title VII: Discrimination, Harassment & Retaliation

FOUNDATION	Charge trends Higher filings; retaliation remains most prevalent. Action items for intake, interim measures, and documentation.	ADVANCED	Harassment in hybrid workplaces Chats/DMs, meeting recordings, and third-party/customer harassment. Practical controls.
ADVANCED	LGBTQ+ and sex-based claims post-Bostock; religious conflicts after Groff Document undue hardship for schedules/duties while ensuring equal treatment.	EXPERT	Reverse-discrimination / DEI backlash Run compliant DEI: widen access, use merit-based selection, and lawful outreach amid scrutiny.

ADA, PWFA, FMLA: Accommodation & Leave in a Hybrid World

FOUNDATION	Defining essential functions with remote options Use defensible analyses and documented rationales.	ADVANCED	Mental-health accommodations and performance alignment Balance supports with expectations and safety.
ADVANCED	PWFA / PUMP intersections Scheduling and break implications; coordination with other laws.	EXPERT	FMLA interference/retaliation traps Coordinate ADA/FMLA/Workers' Comp to avoid compounding liability.

ADEA & Equal Pay

FOUNDATION	Disparate impact and RIF selection Build selection files that hold up and avoid age bias.	EXPERT	Pay transparency and equal pay audits Structure privileged audits and communications.
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Resolving Claims Without Litigation

FOUNDATION	Internal resolution Prompt, impartial investigations; what to share in outcome letters.	ADVANCED	Arbitration & class/collective waivers Enforceability trends; drafting updates for remote workers and electronic consent.
EXPERT	Pre-charge settlements and mediation Best practices to resolve early with durable agreements.		

Special Issues & Advanced Topics

Half Day | **\$575**

Deep dive into complex employment law issues including wage and hour, wrongful discharge, workplace privacy, and post-employment restrictions.

Wage & Hour (FLSA) Under Remote/Hybrid

FOUNDATION Remote off-the-clock risk

Email/IM, rounding, device sync; travel time for split/hybrid days; audits for 'player-coach' roles.

ADVANCED Commission/bonus/draw plans

Overtime calculations without tripping over spiffs and recoveries.

Wrongful Discharge & Retaliation

FOUNDATION 'At-will with evidence'

Build the performance notes → PIP → termination timeline that defeats pretext.

ADVANCED Protected activity lookback

Adverse-action timing; manager speech and political/off-duty conduct.

Workplace Privacy & Monitoring

FOUNDATION Employee data privacy

CPRA and state analogs: notices, access requests, retention/deletion, and disciplinary use.

ADVANCED Monitoring productivity and keystrokes

Geolocation, BYOD, and personal-account discovery. Practical boundaries.

Protecting Confidential Information & Mobility

FOUNDATION What remains enforceable

NDAs, non-solicits, trade-secret law: how to draft so they stick.

ADVANCED Garden leave and TRAPs

Training-repayment agreements and choice-of-law strategy across states.

Your Expert Instructors

Learn from practicing attorneys and industry experts who bring real-world experience to every session.



Sara Hamilton, Esq.

Senior Director & Associate General Counsel, United Parcel Service, Inc.

Sara defends UPS against employment litigation while building programs that prevent disputes before they start. She brings 12+ years of experience from both in-house and BigLaw, plus a track record of community leadership, including founding Georgia's Korean American Bar Association during the rise of anti-AAPI hate.



Brenda Heinicke, Esq.

Director, Global Employment Law, Terumo Blood & Cell Technologies

Brenda represents employers on discrimination, wage-and-hour compliance, workplace privacy, and wrongful termination disputes. She partners with HR professionals to prevent problems before they become lawsuits and has delivered dynamic, practical IAML training for over 15 years.



Wayne Williams, Esq.

Founder, Law Offices of Wayne Williams

Wayne advises employers on discrimination, harassment, wrongful discharge, wage-and-hour compliance, and traditional labor law. A former University of Colorado professor and IAML faculty member for over 20 years, he brings both courtroom experience and classroom clarity to every issue.



Dawn Kubik, Esq.

Of Counsel, Wymer Employment Law

Dawn represents employers in employment, contract, and insurance disputes with experience on both the plaintiff and defense sides. She champions a proactive approach to workplace issues, helping businesses prevent conflicts before they escalate into costly crises.



Patrick Scully, Esq.

Partner, Foley Hoag LLP

Patrick navigates complex labor disputes, from unfair labor practice charges to federal court litigation. He advises employers through collective bargaining, union organizing drives, strikes, and corporate campaigns, turning persistent union challenges into resolved outcomes.



Jacqueline Kalk, Esq.

Shareholder at Littler Mendelson P.C., Wymer Employment Law

Jacqueline advises employers on independent contractor classification, wage-and-hour compliance, and equal pay, defending clients in state and federal courts. She helps organizations avoid litigation through compliant policies, worker classification analyses, and practical training programs.



Rudi Turner, Esq.

Senior Corporate Counsel, White Cap

Rudi represents employers in discrimination, harassment, and wrongful termination disputes across state and federal courts. Beyond litigation, she helps organizations build policies that reduce risk before problems start.



Grant Gibeau, Esq.

Partner, Taft Stettinius & Hollister LLP

Grant Gibeau defends employers against discrimination claims, wage-hour lawsuits, union challenges, and NLRB disputes. As a Taft partner in Minneapolis, he prevents workplace problems before they escalate and wins the battles that can't be avoided.



John Wymer, Esq.

Partner, Thompson Hine LLP

John represents public and private sector employers in discrimination, wage-and-hour, labor negotiations, and ERISA disputes. He regularly appears before federal courts, the NLRB, EEOC, and Department of Labor and co-authors *The Developing Labor Law*.



Ray Deeny, Esq.

Partner, Taft Stettinius & Hollister LLP

Ray advises employers on labor relations, union avoidance, and collective bargaining strategy. With decades of experience guiding companies through organizing campaigns and contract negotiations, he brings practical insight to every labor law challenge.

What Participants Say

"The seminar, in my opinion, was second to none. All of the information was very well delivered and explained in detail so that everyone, from the least to the most experienced, was able to understand. IAML did an outstanding job and I will be sure to highly recommend your seminars to anyone who inquires."

Laurie Keenan

Director of Human Resources, Mohegan Sun

"Information and materials were excellent, but the experiences shared by the facilitators was fantastic! Sam's interactive facilitation style really made the course very interesting and memorable. Thanks for a great course!"

Yvette Klepper

Chief Human Resources Officer, Palm Beach County Tax Collector's Office

"The classroom participation was excellent and allowed us to share situations and get other perspectives in a safe space. This was the best employee relations seminar that I've ever attended."

JoAnne Guerrant

Employee Relations Manager, Delta Community Credit Union

"One of the best training seminars I've attended! Very valuable to what I do every day, especially in reviewing litigation cases. There was much value in the interaction with other HR peers."

Jennifer Capozziello

AVP, Human Resources, Travelers

"This was by far, the best seminar I've ever attended! The materials provided are a great resource and the instructors did a great job of presenting the information."

Sylvia Ayala

Vice President, Human Resources, Gladney Center for Adoption

"Both of the presenters were fantastic! Brenda Heinicke's 'Friday Free for All' was a terrific way for us to discuss specific topics affecting our individual workplaces. The personal experiences shared by Patrick Scully of working for the NLRB were fascinating."

Kelly Stiles

Human Resources Manager, City of Unalaska, Alaska

"Wayne Williams' intellect and energy truly made this an interactive session which is paramount for all adult learning. Kudos to him and to IAML!"

Michael Cook

Corporate Employee Relations Manager, MillerCoors

"This is one of the best seminars I have ever attended. The instructors are well informed and have a repertoire of stories that emphasize the issues. Course materials are also excellent!"

Debbie Colia

HR Executive Consultant, Cedars-Sinai

Upcoming In-Person Sessions

Choose the location that works best for your schedule.



Apr 20 - Apr 24, 2026

Atlanta, Georgia

IN-PERSON



Jun 1 - Jun 5, 2026

Scottsdale, Arizona

IN-PERSON



Jun 8 - Jun 12, 2026

Austin, Texas

IN-PERSON



Aug 17 - Aug 21, 2026

Nashville, Tennessee

IN-PERSON

Visit iaml.com for all sessions and registration.

Program Details

Investment

\$2,375

Includes all instruction, materials, and continuing education credits

Professional Credits

29.75

SHRM, HRCI, and CLE credits included

Delivery Options

- In Person sessions available
- Virtual sessions available
- On Demand sessions available

What's Included

- Live instruction from practicing attorneys
- Complete program materials
- 12 months of quarterly updates
- 15% alumni discount on future programs

Frequently Asked Questions

Can I attend just one or two blocks instead of the full program?

Yes. While most participants get the best value from the complete 4½-day program, you can register for individual blocks based on your immediate needs. Block I (Labor Relations) and Block II (Discrimination Law) are each \$1,375 individually, while Block III (Special Issues) is \$575. The full program at \$2,375 saves you \$1,000 versus purchasing all blocks separately.

What's the difference between in-person, virtual, and on-demand formats?

All three formats feature the same practicing attorney instructors, current content, and professional credits. In-person provides face-to-face networking and immediate interaction. Virtual delivers the same live instruction via Zoom with full Q&A capability. On-demand lets you learn at your own pace over 90 days with the ability to pause and revisit complex topics. Choose the format that fits your schedule and learning style. The quality and content remain identical.

What continuing education credits will I earn?

The complete program provides 29.75 SHRM/HRCI/CLE credits. Plus, your enrollment includes 12 months of quarterly employment law updates (4 sessions × 1.5 credits each = 6 additional credits), bringing your total to 35.75 credits, typically more than HR professionals earn in two years.

How current is the content? When was it last updated?

Your materials are living resources that update continuously as employment law changes. Unlike static textbooks that become outdated immediately after publication, our content reflects current court decisions, regulatory changes, and compliance requirements. Recent updates include the NLRB's Cemex decision on organizing, the Stericycle handbook standards, post-Bostock LGBTQ+ protections, and state-specific AI hiring regulations.

Why do you emphasize practicing attorneys, not academics?

Your instructors handle employment law cases, defend discrimination charges, and advise employers on these exact issues daily. They're not teaching from textbooks. They're sharing strategies that work in actual courtrooms and real workplaces. When you ask what do I do about a specific situation, they answer from direct experience, not theory.

Does the \$2,375 program fee include everything?

Yes. Your enrollment includes all live instruction, complete program materials, 29.75 continuing education credits, pre-program consultation, 12 months of quarterly employment law updates (4 sessions, \$1,588 value), permanent access to living resources, and alumni benefits for all future programs. There are no hidden fees or additional charges.

Take the Next Step

Join HR professionals and employment attorneys who have mastered Certificate in Employee Relations Law. Build the legal foundation that protects your organization and advances your career.



Scan to Register

RESERVE YOUR SPOT

Visit **iaml.com** to view upcoming sessions and register

Questions?

Email: info@iaml.com | Phone: (949) 760-1700