Labor Law

for when supervisors ask HR what they can say

Organizing talk starts in a group chat, and a supervisor asks HR what they're allowed to say. Then there's a contract to bargain, and your team fields the grievances. This program works through organizing and employee rights, campaign rules for supervisors, bargaining, grievances and arbitration, and strikes.

Taught by practicing employment attorneys, on realistic cases, with HR peers from other employers.

DATES	TIME	FORMAT	CREDIT
May 2027 Dates being set; Tuesday to Friday	11:00 AM to 2:45 PM Eastern Each day	Live online 4 half-days on Zoom	13 SHRM and HRCI recertification credits

Tuition

$1,375 per seat

Bring a colleague and both seats drop to $1,150.

- Every seat after the second is $1,150 too
- Pay by card, invoice or purchase order
- On demand now at the same price

Who it's for

- HR directors and HR managers
- Labor relations and employee relations leaders
- Plant and site HR managers
- HR business partners who advise supervisors
- Union and non-union employers

Built for HR. You don't need a legal background.

Since 1979	80,000+	Practicing attorneys
TRAINING HR PROFESSIONALS	IAML ALUMNI	WHO TEACH HR



Taught by practicing employment attorneys.

Grant Gibeau, Amy Zdravecky, Patrick Scully, Ray Deeny and John Wymer teach Labor Law.

Inside

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What the 4 half-days cover

The labor law questions that reach HR, union or not, practiced on realistic cases.

01	**Organizing and employee rights**	Early signs of organizing, protected concerted activity in group chats and on Teams, and where the NLRB's rules on elections, handbooks and joint employers stand now.
02	**What supervisors can and can't say**	Campaign do's and don'ts, access and solicitation rules for hybrid workplaces, and the conduct that leads to objections and a rerun election.
03	**Collective bargaining**	Preparing proposals, information requests, good-faith bargaining, and keeping the handbook and the contract from conflicting.
04	**Grievances and the contract**	Grievances through arbitration, just cause, past practice and side letters, and changing terms in the middle of a contract.
05	**Strikes, sales and change**	Strikes, picketing and lockouts, contingency plans, successorship after an acquisition, and pay transparency and monitoring rules.

How live online works

Live on Zoom, 4 half-days

Tuesday to Friday, 11:00 AM to 2:45 PM Eastern each day. The May 2027 week is being set.

Practicing employment attorneys

Labor and employment attorneys who teach HR, not academics.

HR peers from other employers

Discussion with HR and labor relations professionals from other employers, union and non-union.

Realistic cases

You work through realistic cases, the way an organizing question or a grievance reaches HR.

IF SOMETHING COMES UP

Miss a half-day? You get the on-demand version of that part.

WHEN YOU FINISH

Certificate and credits

Every program carries a certificate of completion and 13 SHRM and HRCI recertification credits, live online or on demand.

Taught by the attorneys employers call when these decisions go wrong.

They have handled the cases HR is trying to avoid, so they teach how those cases unfold, not just what the law says.



Grant Gibeau

Partner
Taft Stettinius & Hollister LLP

- Represents employers in union negotiations and before the NLRB
- Defends employers against discrimination, wage and hour and union claims



Amy Zdravecky

Partner
Barnes & Thornburg LLP

- Former chair of the ABA NLRA Law Development Subcommittee
- Advises employers on union avoidance and collective bargaining



Patrick Scully

Partner
Foley Hoag LLP

- Former NLRB lawyer, union attorney and corporate general counsel
- Best Lawyers Lawyer of the Year, Labor Law, Denver, 2021 and 2023



Ray Deeny

Partner
Taft Stettinius & Hollister LLP

- Three-time Best Lawyers Lawyer of the Year, Labor Law, Denver
- Has represented management in labor and employment disputes for over 40 years



John Wymer

Partner
Thompson Hine LLP

- Has represented employers in discrimination, wage and hour, labor negotiation and ERISA disputes
- Has appeared before federal courts, the NLRB, the EEOC and the Department of Labor

What participants say

"The personal experiences shared by Patrick Scully of working for the NLRB (labor vs. employer) were fascinating."

Kelly Stiles
Human Resources Manager, City of Unalaska, Alaska

"Really enjoyed Ray's presentation; particularly the way he shared his viewpoint when describing today's labor and employment law environment!"

Bill Davidson
Senior Ethics Coordinator, Georgia Power Company

"John Wymer filled every segment of the conference with practical advice and the legal reasoning to support it."

Roy Thrash
Chief Counsel, Labor and Employment, International Paper

Who sends people to IAML

AutoZone
Boeing
Cedars-Sinai
ChristianaCare
Comcast
Darden Restaurants
Dow
Federal Reserve Bank of Dallas
FedEx
GSK
Honeywell
Intermountain Health
JM Family Enterprises
JPMorganChase
Kimberly-Clark
L3Harris
Liberty Mutual
Los Alamos National Laboratory
Mayo Clinic
Newmont
Nordstrom
Procter & Gamble
Sandia National Laboratories
Shaw Industries
Southern California Edison
State Farm
The Home Depot
TJX Companies
UPS
Vanguard

A partial list of organizations that have sent people to IAML programs. IAML has trained 80,000+ HR professionals since 1979, with practicing attorneys, not professional trainers.

What your approver will ask

Everything a manager or budget owner needs to say yes, on one page.

☐	WHEN	May 2027 (week being set), Tuesday to Friday, 11:00 AM to 2:45 PM Eastern
☐	FORMAT	Live online, 4 half-days on Zoom. On demand now at the same price.
☐	CREDITS	13 SHRM and HRCI recertification credits, plus a certificate of completion
☐	COST	$1,375 a seat. Bring a colleague and both seats drop to $1,150.
☐	PAYING	Invoice or purchase order accepted. Card works too.
☐	CHANGES	Full refund up to 14 days before the program starts. Transfer to a later date at any time.

The details behind each answer

Every live date runs, guaranteed

The May 2027 week is being set now; leave your email at iaml.com and we'll send the dates. Miss a half-day? You get the on-demand version of that part.

Invoice or purchase order

Your company can pay by invoice or purchase order. Invoices are payable up to 60 days out. Choose Request invoice at checkout and add your PO number.

Bring a colleague

Bring a colleague and both seats drop to $1,150. Every seat after that is $1,150 too. If a colleague registers after you have paid, IAML refunds the difference on your seat.

Refunds and transfers

Full refund if you cancel up to 14 days before the program starts. Transfer to a later date at any time.

GET THE DATES OR START NOW

www.iaml.com/programs/comprehensive-labor-relations

Leave your email for the May dates, or start on demand at checkout.

OR CALL

(949) 760-1700

Group planning, invoice routing, or questions about the program.

Institute for Applied Management & Law, Inc.

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