

What's in it for the Mediator or Arbitrator?

As junior Mediators or Arbitrators we examine in Labour Mediation Arbitration 101 the fundamentals of how unionized employees, identify a dispute or grievance, what constitutes a grievance and the different types of grievances and their purposes. We also explore the different conflict cycles and their basic resolution theories. We also look at how the union communicates during the grievance process, while they begin the negotiation process of settling a workplace dispute or grievance. We also explore how to properly prepare and execute an opening statement as the neutral third party to answer the key questions about;

- Who is in control of the process,
- Who sets the stage for the session or hearing
- What protocols will be followed during the chosen process
- We practice opening statements to real case scenarios
- We gain experience in another discipline
- And much more

As experienced Mediators or Arbitrators we examine in Labour Mediation and Arbitration 201 the more advanced theories involved in the labour arbitration process including contrasting the different outcomes of other arbitration process and that of the Labour discipline.

We look at the theory of how to write Memorandums of Agreements and then put or theory to practice through role playing of real cases.

We also study the theory behind a written Award and then practice the writing of a decision or an Award through our role play of real case scenarios.

For those who require a certain amount of added or enhanced studies to keep you accredited with your various governing bodies these hours of study and practice will apply.