School of Human Resources and Labor Relations
MICHIGAN STATE UNIVERSITY

PROFESSIONAL DEVELOPMENT

CERTIFIED LABOR RELATIONS PROFESSIONAL

OVERVIEW

The **Certified Labor Relations Professional** (CLRP) is a comprehensive training program designed to equip newly hired or aspiring labor relations professionals with the fundamental knowledge, skills, and tools required to excel in a role that has labor relations accountability.

PROGRAM OBJECTIVES

This program provides a solid foundation in labor relations principles, strategies, and best practices, ensuring that participants are well-prepared to navigate the complexities of a unionized environment.

WEEK 1: Managing in a Unionized Organization
Learn key concepts and responsibilities of working in an organization where employees are represented by a union. Develop essential skills including contract administration, employee discipline and grievance handling.

WEEK 2: Strategic Communications & Relationship Management
Explore communication strategies that support effective labor-management relations. strengthen active listening, managing conflict and difficult conversations, to develop and maintain a positive workplace culture that fosters employee performance and well-being.

WEEK 3: Labor History and Introduction to Labor Law
Gain a deeper understanding of the labor movement's goals and perspectives by examining history and evolution of labor relations in the United States. Identify the legal framework governing unions and employers.

WEEK 4: Labor Arbitration: Fundamentals and Decision Making
This module will equip participants with the skills necessary to effectively handle employee grievances and determine when cases should be taken to arbitration.

WEEK 5: Introduction to Negotiations & Reflection
Explore the fundamentals of interpersonal negotiations and collective bargaining, including negotiation strategies and approaches to reaching agreements.

PROGRAM DETAILS

This is a highly interactive 5-week virtual program meeting via Zoom.

UPCOMING SESSIONS

- March 31 - April 30, 2027
  8:30am - 12:30pm ET
- October 20 - November 19, 2027
  1:00pm - 5:00pm ET

REGISTRATION FEE: $2,850

READY TO BEGIN?

To register or learn more about this program, scan the QR code or visit us online at https://hrlr.msu.edu/clrp

QUESTIONS?

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