

Employee Relations, Labor Relations & Faculty Affairs at WSU

Panel: Kimberly Saks McManaway , Office of Equal Opportunity
John Vander Weg, Provost & VP Academic Affairs
Roy Barnett, HR Client Services

Moderator: Elizabeth Rager, Organization & Employee Development

Introduction

As a result of this module, participants will be able to:

- ▶ Define Employee Relations and Labor Relations
- ▶ Identify the different unions at WSU and what type of employee is involved in what union
- ▶ Distinguish your frame of responsibility (panel) in handling Employee, Faculty and Labor Relations
 - ▶ Identify collaborative partners
 - ▶ Determine when and who to get involved in a variety of situations
 - ▶ Distinguish when your responsibility begins, when it ends, and when it is shared and with whom
- ▶ Identify key resources and tools to use in handling WSU Employee Relations, Faculty Affairs and Labor Relations

Employee Relations vs Labor Relations

- ▶ Employee Relations, in general, involves the body of work which maintains employer-employee relationships that contribute to satisfactory productivity, motivation, and morale:
 - ▶ Employee Relations is concerned with preventing and resolving problems involving individuals, which arise out of or affect work situations
 - ▶ Labor Relations deals with managing “Unionized” employment situations and is regulated by the National Labor Relations Act

At WSU this can be a balancing act: Review Job Aid



Panel Presentations



Panel Presentations

- ▶ John Vander Weg, Provost & VP Academic Affairs
- ▶ Kimberly Saks McManaway, Office of Equal Opportunity
- ▶ Roy Barnett, HR Client Services



Panel Discussion



Your Role in WSU Employee Relations, Labor Relations and Faculty Affairs

1. Break out into four groups
2. Discuss the given scenario and how you would handle it
3. Decide an overall plan as a group and prepare to present it to the panel for feedback (choose a person to present it)
4. Discuss with panel (all members in room participate)
5. Move onto the next given scenario and repeat above Steps 1-4





Wrap up

Resources & Tools

- ▶ [Non-Rep Manual](#)
- ▶ [Union Contracts](#)
- ▶ **WaynePM Website**
- ▶ [National Labor Relations Board \(NLRB\)](#)
- ▶ [U.S. Equal Employment Opportunity Commission \(EEOC\)](#)
- ▶ [WSU Policies](#)
- ▶ [Office of Equal Opportunity](#)
- ▶ [FMLA Website](#)
- ▶ [Exiting Website](#)
- ▶ [Office of the Provost and Academic Affairs](#)



Training Curriculum for Employee Relations

- ▶ We broke down Employee Relations into the following topics and trainings:
 - ▶ Performance Management
 - ▶ Coaching/Counseling/Discipline
 - ▶ Investigations: General Employee Concerns & Complaints
 - ▶ Terminations
 - ▶ FMLA, Leaves and Attendance
 - ▶ Harassment, Disability, Diversity, Retaliation & Accommodations

Next Training

Module	Date of Session	Time	Location
Labor Relations/Academic Personnel	7/10	1:00 - 2:30	4339 FAB
AppXtender	7/12	8:30 - 10:30	UGL Lab A
Cognos	7/12	10:30 - 12:30	UGL Lab A
Staffing Overview	7/15	1:00 - 3:30	3700 AAB
Labor Law and Employee Relations Foundation	7/18	1:00 - 4:00	4339 FAB 4347 FAB 4351 FAB
Employee Relations & WSU Introduction Panel	7/18	10:30 - 12:30	4339 FAB
Classification/Compensation Practices & Benefit	7/19	2:00 - 3:30	3700 AAB
Ethics	7/23	TBD	TBD
Performance Management	7/29	2:00 - 4:00	3700 AAB
WSU Attendance Standards, Leave of Absence and the FMLA Process	7/29	9:00 - 12:30	3700 AAB
Coaching/Counseling/Discipline	7/30	12:00 - 3:00	3700 AAB
Investigations: Handling Employee Concerns/Complaints	7/31	10:00 - 11:30	3700 AAB
Terminations	7/31	2:00 - 3:30	3700 AAB
WaynePM Training	8/1	11:00 - 12:00	1700 AAB
Coaching/Counseling/Discipline/Terminations	8/1	9:30 - 10:30	3649 AAB
Reductions in Force	8/1	9:00 - 10:00	3700 AAB



Summary

You should now be able to :

- ▶ Define Employee Relations and Labor Relations
- ▶ Identify the different unions at WSU and what type of employee is involved in what union
- ▶ Distinguish your frame of responsibility (panel) in handling Employee, Faculty and Labor Relations
- ▶ Identify key resources and tools to use in handling WSU Employee Relations, Faculty Affairs and Labor Relations





The End