HARRIV HUMAN RESOURCES LTD
(INDUSTRIAL RELATIONS AND HUMAN RESOURCE MANAGEMENT CONSULTANTS)

A ONE-DAY VIRTUAL WORKSHOP ON PEOPLE MANAGEMENT IN A UNIONIZED ENVIRONMENT

FOR

SPDC LINE MANAGERS

LEARNING SNIPPETS

- A Harmonious Industrial and Employee Relations Atmosphere is the bed-seed of high-performing organizations.
- In their search for solutions to bringing harmony in Labour-management relations, studies over the years, created a distinction between two manager types (those with increasing production orientation and those with increasing people orientation).
- The use of certain manager development programs that narrow the gap between these manager categories was identified as an applicable panacea.

- Another gap noted by other studies that prevent organizations from achieving a harmonious industrial and employee relations atmosphere is the differentiation between management styles used for unionized and non-unionized workplaces (and in some cases, a mixture of the two).

- The gap created by this imbalance, among other variables, is said to be responsible for employees' disaffection and increasing workplace adversarial Labor-Management Relations with a negative implication on superior service and product quality delivery.

- It is settled law that individual employees have the legal right to be accompanied in certain situations (such as collective redundancies; transfers of business ownership; certain changes to pension schemes: health and safety, by a trade union representative – whether or not the organization recognizes a trade union).
- Since Line Managers are the front-line Human Resource Managers in Organizations, developing their skills in managing unionized work environments is key to achieving a non-disruptive workplace.

- Line Managers are not just managing people, they are managing more than just the workload of employees, but include their emotions, their needs, their career aspirations, and their stresses.

The objectives of the workshop on people management in a unionized workplace therefore are:

- To develop Line Managers' knowledge based on wrong decisions that may be legally interpreted to mean quiet hiring, quiet firing, quiet quitting, Loud quitting, Grumpy Stayers, Presenteeism, Resenteeism and their implications for workplace harmony.
- To install contemporary skills and experience in line managers to work in a unionized work environment to handle issues and potential collective disputes effectively.
- To develop strong joint working relationships with unions and their representatives at a senior and management level.
- To understand the need to encourage employee voice at the workplace. Often trade unions will be the most effective form of collective employee voice.

PROGRAM CONTENT

- OVERVIEW OF TRADE UNIONS IN NIGERIA AND SOME SUB SAHARA AFRICAN COUNTRIES (Are Trade Unions spirits?).

- THE INSTITUTIONS OF WAGE DETERMINATION

- OVERVIEW OF LAWS REGULATING EMPLOYMENT IN NIGERIA: TRENDS AND UPDATES

- OVERVIEW OF LAWS REGULATING EMPLOYMENT IN NIGERIA: TRENDS AND UPDATES RIGHTS OF THE PARTIES AT THE WORKPLACE (EMPLOYERS, EMPLOYEES AND UNIONS)

- MANAGING EMPLOYEES' DISCIPLINE IN A UNIONIZED WORK ENVIRONMENT

- MANAGING EMPLOYEES' GRIEVANCE IN A UNIONIZED WORK ENVIRONMENT

PROGRAM CONTENT DETAILS

1. OVERVIEW OF TRADE UNIONS IN NIGERIA AND SOME SUB SAHARA AFRICAN COUNTRIES
   Resource person to discuss the following areas:
   - The meaning of Trade Unions from an Industrial Relations perspective
   - Classical and contemporary thinking on the purpose of Trade unions.
   - The building of a power base by the Unions and the use of Collective Bargaining in authoring terms and conditions of employment.
   - The structure of the Oil and Gas Industry Unions.

2. THE INSTITUTIONS OF WAGE DETERMINATION
   Resource person to discuss the following areas:
   - Collective Bargaining as an institution for wage determination.
     - ➢ The Anglo-Saxon model.
     - ➢ The Administrative model.
     - ➢ The Supplementary model.
     - ➢ The use of the Collective bargaining machinery.

3. OVERVIEW OF LAWS REGULATING EMPLOYMENT IN NIGERIA: TRENDS AND UPDATES
   Resource person to discuss the following areas:
   - Sources of the labor laws
   - The Principal Labour Acts
   - Highlights of the Tade Unions Amendment Act, 2005.
   - Other Acts that relate to Labour matters
   - The concept of quiet hiring, quiet firing, quiet quitting, loud quitting, grumpy stayers, presentism, Resenteeism and their implications for workplace harmony.

4. OVERVIEW OF LAWS REGULATING EMPLOYMENT IN NIGERIA: TRENDS AND UPDATES RIGHTS OF THE PARTIES AT THE WORKPLACE (EMPLOYERS, EMPLOYEES AND UNIONS)
   Resource person to discuss the following areas:
   - Legal meaning of an employer, employee, and a Trade Union
   - Sources of the rights
   - Workplace rights of the employer.
   - Workplace rights of the union.
   - Workplace rights of the employee
   - Avoidance of unfair labor practices at the workplace.

5. MANAGING EMPLOYEES' DISCIPLINE IN A UNIONIZED WORK ENVIRONMENT
   Resource person to discuss the following areas:
   - Meaning of discipline at the workplace
   - Models of discipline
   - Situations requiring disciplinary action.
   - Disciplinary procedure.
   - Disciplinary action.
   - Handling disciplinary actions in a Unionized workplace.

6. MANAGING EMPLOYEES' GRIEVANCE IN A UNIONIZED WORK ENVIRONMENT
   Resource person to discuss the following areas:
   - Views on the evolution of grievances resulting from conflict in industry.
   - Meaning of grievance at the workplace
   - Grievance Procedure:

     - ➢ Individual grievance procedure
     - ➢ Collective Grievance procedure

   - Employee grievances and Trade disputes, including mechanisms for resolving them.
   - Trends in the termination of employment contracts with statutory flavor.

BUSINESS BENEFITS

- *Business disruption risks likely to arise from union agitations will be mitigated when Line managers are equipped with an understanding of policies and procedures employers can put in place around relationships in the workplace.*
- *Lawsuits arising from Line Managers' non-compliance allegations on employment contract repudiation will be minimized, saving Businesses from fines from regulatory authorities.*
- *Businesses will minimize unethical handling of workplace relationships and employment practices which will help reduce the risk of employer-employee disputes.*
- *Line Managers exposure to people Management practices at unionized workplaces will help to preserve and improve an organization's reputation.*