



Certified Labor Relations Professional (“CLRP) Certification

This summary outlines the goals and standards associated with obtaining and maintaining the Certified Labor Relations Professional (CLRP) designation. Each section, referred to as an "academy," focuses on key foundational areas of professional knowledge and competencies. These academies collectively support the development and recognition of highly skilled professionals within the field of public sector labor relations.

Academy 1: The Foundation of Labor Relations will provide:

- The resources to achieve a better understanding of the basic principles and practices of public sector labor relations.
- The understanding to properly manage and legally comply with good faith bargaining, the duty to bargain, as well as important contract language clauses.
- Industry standards and tips on approaching negotiations.
- Federal statutes and historical foundations behind modern day labor relations law.

Academy 2: The Grievance Arbitration Process will provide:

- Outline the role of arbitration in union-management relations from the perspective of the practitioner, the arbitrator, and the advocate.
- Instruct the nuances with responding to a grievance, rules of contract administration and how and when to raise the question of arbitrability.
- Practical application of knowledge to review and assess an arbitration case study.

Academy 3: The Negotiation Process will provide:

- The skill to fully understand and manage the timing of settlements, impasse strategies and multi-year contracts precedes the simulation and debriefing.
- The foundational fiscal skills to calculate the cost of successor agreements with compounding, multi-year wage rate charts.
- The application of foundational skills in a simulated bargaining sessions to practice the tools and knowledge for efficient and effective public sector negotiations.