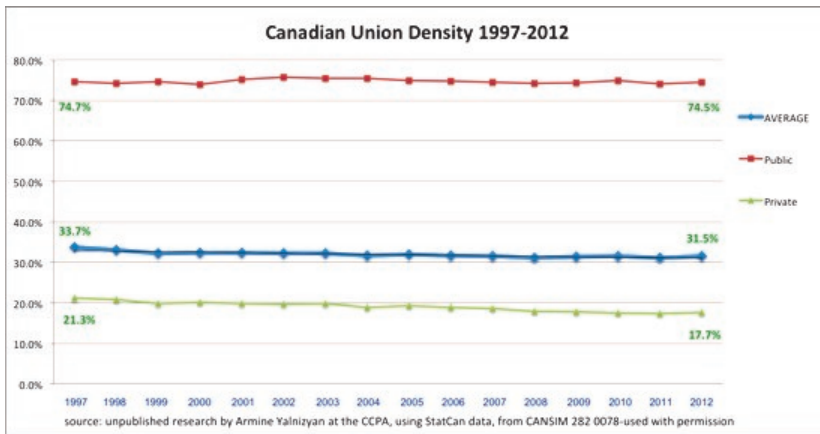


## LABOUR/EMPLOYEE RELATIONS—CRITICAL NEED OR “A DINOSAUR IN SEARCH OF AN ICE AGE”?

The debate regarding the usefulness (or lack thereof) of unions has been going on for a long time. There are laws now, right? And of course, as employers we are much more enlightened than in the ‘bad old days’. Well, this is true, so, do we need labour relations skills? Isn’t all that stuff about bargaining, grievances and arbitration for those old fogeys in the back offices just waiting for a fight or better yet retirement?



### Keys to Success

- Strategy
- Preparation
- Understanding the Law
- Conflict Resolution
- Contract Administration
- Change
- Education
- Operational Partnerships

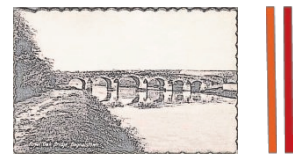
Well, as the chart above so clearly points out, unions aren’t going anywhere—and that is a good thing. However, it does seem as if the skill set needed to ensure employers are well represented and the delicate balance of strong employee relations is maintained is disappearing—and that is not a good thing.

Please join us to discuss the future of labour relations, the issues before us, the challenge of building the profession and ensuring that today’s HR professionals are able to meet the needs of high performing organizations head on.

**9 October 2014  
6:00pm  
Saint John Hilton**

**Sponsored by the City of Saint John**

**Oakbridges Labour Relations Strategists Inc.**  
*We bring strength to bridging the gap*



*At Oakbridges Labour Relations Strategists our mission is to share our experience and ideas, work together with others to exchange information, elevate our practices, grow our collective capabilities and take action to create new paradigms and better outcomes for all players in Industrial and Labour Relations in Canada*

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