

**Core Competency 15:
Manage labor relations**

Description:

Work collaboratively with unions/employee organizations and effectively manage collective bargaining agreements.

Rationale:

Clear communication, well-defined regulations, and consistent application of rules are integral to good management in any work environment, and with collective bargaining agreements, they are even more essential. This includes understanding the collective bargaining process, related laws, and the implementation of bargaining agreements in order to promote effective personnel management and positive labor/management relationships.

Requires knowledge of:	Requires skill in:	Requires ability to:
Laws governing labor relations, administrative regulations, and the jail's collective bargaining agreements	Interpreting and understanding legal documents Analyzing the impact of bargaining agreements	Read legal documents Understand long-term implications
Collective bargaining process and related rules	Negotiating Collaborating Building supportive coalitions Interpersonal communications Non-conflictual confrontation	Be firm, fair, and consistent Remain diplomatic Demonstrate patience
Local politics relative to collective bargaining	Deciphering the intricacies of local politics and their impact on the jail	Keep a finger on the political pulse