

Course : Labor Arbitration: Understanding and Anticipating Disputes

Practical course - 1d - 7h00 - Ref. PHI

Price : 910 CHF E.T.

NEW

The Labor Court is the court with jurisdiction to adjudicate individual disputes related to employment contracts. Its joint-management structure, operating rules, and procedural steps make it a central player in labor law. This training course helps participants understand the Labor Court's role, how it operates, and its decision-making process, enabling them to identify situations falling within its jurisdiction, better understand how litigation proceeds, and anticipate risks for the company.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Analyze the operations and organization of the Labor Court
- ✓ Identify disputes that fall within its jurisdiction
- ✓ Understanding the Steps in Labor Court Proceedings
- ✓ Assessing the Issues and Risks of a Lawsuit for the Company
- ✓ Developing the Right Habits in Conflict Situations

Intended audience

Human resources professionals, managers, operations managers, and anyone who manages employee relations or handles conflict situations.

Prerequisites

None

Course schedule

PARTICIPANTS

Human resources professionals, managers, operations managers, and anyone who manages employee relations or handles conflict situations.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Understanding the Labor Court and Its Role

- Identify the responsibilities of the Labor Court
- Describe the organization (professional sections, joint management)
- Identify the key players in the court system (judges, court clerks, attorneys, union representatives)
- Understanding how it works and how decisions are made

Exercise

Interactive Quiz: "True or False About Labor Courts"

2 Identify and classify labor disputes

- Identify the main types of disputes: termination of employment, breach of contract, compensation, harassment, discrimination
- Determining the Subject-Matter and Territorial Jurisdiction of the Labor Court
- Identify high-risk situations based on HR warning signs (conflicts, disputes, tensions)
- To legally characterize a situation based on the available facts and evidence
- Assess the level of labor dispute risk and the associated litigation issues

Case study

Analyze a situation and determine which labor court has jurisdiction.

3 Understanding Labor Court Proceedings

- Understanding the Procedures for Filing a Case with the Labor Court
- Identify the stages of the proceedings (mediation, pretrial proceedings, judgment)
- Analyze possible decisions (judgment, arbitration, enforcement)
- Identify the available remedies (appeal, cassation)
- Incorporating Issues of Evidence into Litigation

Case study

Analysis of an actual labor court case.

4 Anticipating and Mitigating Litigation Risks

- Assessing the Costs and Impacts of Labor Disputes
- Identify financial, social, and reputational risks
- Understanding the Compensation Scale (Macron Scale)
- Ensuring the security of HR practices (contracts, disciplinary actions, decisions)
- Develop traceability and methods for amicable dispute resolution

Exercise

Analysis of a labor court decision and discussion of best practices for prevention.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

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Dates and locations

REMOTE CLASS

2027 : 15 Mar., 11 June, 8 Sep., 3 Dec.