

Labor Relations Specialists

SOC: 13-1075 • Career Profile Report

■ Key Facts

\$93,500 Median Salary	65,400 Employment	+0.0% Growth Rate
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■ Requirements & Salary Range

Education: Bachelor's degree

■ Automation Risk Assessment

Medium Risk - 38.0% probability of being automated in the next 10-20 years.
This job has some routine elements but still requires human judgment and interaction.

■ Work-Life Balance

8.5/10 - Excellent work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	3.8/10	Investigative	7.2/10
Artistic	4.0/10	Social	6.6/10
Enterprising	8.2/10	Conventional	8.8/10

■ Top Skills Required

Communication skills, Detail oriented, Interpersonal skills, Organizational skills, Problem-solving skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Labor Relations Specialists typically perform the following tasks:

- Negotiate collective bargaining agreements.
- Investigate and evaluate union complaints or arguments to determine viability.
- Propose resolutions for collective bargaining or other labor or contract negotiations.
- Draft contract proposals or counter-proposals for collective bargaining or other labor negotiations.
- Interpret contractual agreements for employers and employees engaged in collective bargaining or other labor relations processes.
- Prepare evidence for disciplinary hearings, including preparing witnesses to testify.
- Mediate discussions between employer and employee representatives in attempt to reconcile differences.
- Review employer practices or employee data to ensure compliance with contracts on matters such as wages, hours, or conditions of employment.
- Recommend collective bargaining strategies, goals, or objectives.
- Monitor company or workforce adherence to labor agreements.
- Call or meet with union, company, government, or other interested parties to discuss labor relations matters, such as contract negotiations or grievances.
- Assess risk levels associated with collective bargaining strategies.
- Present the position of the company or of labor during arbitration or other labor negotiations.
- Identify alternatives to proposals of unions, employees, companies, or government agencies.
- Draft rules or regulations to govern collective bargaining activities in collaboration with company, government, or employee representatives.
- Research case law or outcomes of previous case hearings.
- Write letters related to labor relations activities, such as letters to amend collective bargaining agreements, letters of dispute or conciliation, or letters to seek clarification of contract terms.
- Schedule or coordinate the details of grievance hearings or other meetings.
- Review and approve employee disciplinary actions, such as written reprimands, suspensions, or terminations.
- Select mediators or arbitrators for labor disputes or contract negotiations.

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Source: <https://www.bls.gov/ooh/business-and-financial/labor-relations-specialists.htm>