

Labor Relations Specialists

SOC: 13-1075 • Career Profile Report

■ Key Facts

\$93,500

Median Salary

65,400

Employment

+0.0%

Growth Rate

■ 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 are human resources and workforce professionals who manage and support **relationships between employers, employees, and labor unions**. They help organizations navigate collective bargaining, labor contracts, workplace policies, and dispute resolution to maintain fair, lawful, and productive work environments. Their work balances organizational goals with employee rights and labor regulations.

This career is well suited for individuals who are analytical, diplomatic, and interested in employment law, negotiation, and workplace dynamics.

What Do Labor Relations Specialists Do?

Labor relations specialists focus on managing labor agreements and resolving workplace issues.

Common responsibilities include:

- Interpreting and administering collective bargaining agreements
- Supporting labor contract negotiations and renewals
- Investigating employee grievances and disputes
- Advising management on labor laws and compliance
- Preparing reports and documentation related to labor relations
- Coordinating with union representatives and legal counsel
- Training managers on contract terms and labor policies

Key Areas of Labor Relations

Labor relations specialists may concentrate on specific aspects of workforce relations:

- Collective Bargaining: Supporting negotiations over wages, benefits, and working conditions.
- Grievance and Dispute Resolution: Addressing complaints and contract interpretation issues.
- Contract Administration: Ensuring agreements are applied consistently and correctly.
- Labor Law Compliance: Monitoring adherence to federal and state labor regulations.
- Workplace Policy Development: Aligning policies with labor agreements and laws.

Skills and Abilities Needed

Labor relations specialists combine legal knowledge with communication and negotiation skills.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

Labor relations specialists typically require formal education and professional experience:

- Bachelor's Degree (common): Human resources, labor relations, business, economics, or law-related fields
- Relevant Work Experience: Human resources, employee relations, or union environments
- Advanced Degree (optional): Labor relations, human resources, or law for senior roles
- Professional Certifications (optional): HR or labor relations credentials
- Continuing Education: Updates on labor laws and workplace practices

Where Do Labor Relations Specialists Work?

Labor relations specialists are employed in organizations with unionized or regulated workforces:

- Large Corporations and Enterprises
- Government Agencies and Public Sector Employers
- Labor Unions and Worker Organizations

- Healthcare and Education Systems
- Manufacturing and Transportation Industries

Work is typically office-based, with meetings and negotiations as needed.

How Much Do Labor Relations Specialists Earn?

Earnings vary by industry, experience, and level of responsibility:

- Entry-Level Specialists: Typically earn professional HR salaries
- Experienced or Senior Specialists: Often earn higher compensation
- Managers or Directors of Labor Relations: May earn more with leadership responsibility

Compensation may include strong benefits packages.

Is This Career Difficult?

This career can be challenging due to high-stakes negotiations, legal complexity, and conflict resolution. Specialists must remain objective, calm, and informed while balancing competing interests. The challenge lies in maintaining constructive labor relationships while ensuring compliance and organizational stability.

Who Should Consider Becoming a Labor Relations Specialist?

This career may be a strong fit if you:

- Are interested in labor law and workplace policy
- Communicate clearly and diplomatically
- Enjoy negotiation and problem-solving
- Can handle sensitive or contentious situations
- Want a strategic role influencing workforce stability

How to Prepare Early

- Study business, economics, or employment law topics
- Develop strong writing and communication skills
- Learn basic negotiation and conflict-resolution techniques
- Gain experience in HR or employee relations roles
- Explore internships or coursework in labor relations

Labor relations specialists help create stable, fair workplaces by guiding negotiations, resolving disputes, and ensuring labor agreements are honored—turning complex employment relationships into structured, cooperative systems that support both workers and organizations.