Course Description: This course is designed to present an overview of labor relations in the public sector. It addresses the historical, theoretical, legal, political, and practical aspects of public sector labor relations. Federal and state jurisdictions will be examined with New York State’s statute, the Taylor Law, receiving special attention. Labor relations topics to be covered include: representation rights, bargaining unit determination, collective bargaining, dispute resolution procedures, contract administration processes, and labor management cooperation. Students will participate in a collective bargaining simulation that requires they renegotiate a labor-management agreement.

Required Text:

Additional Readings from:


Other Readings as Assigned. All readings on the electronic reserve system.

Course Requirements:
1. Attendance and student participation is an integral element of the course and will be assessed according to involvement in classroom discussions, the collective negotiations simulation and other exercises.
2. Guest presenters will add practitioner insights to the textbook lessons. Brief papers (1-2 pages) expressing your reaction to the presenters are required.
3. A mid-term examination will draw questions from the “Labor Relations Glossary”.
4. Students must write and orally present a research paper (15-20 pages) addressing a public sector labor relations’ issue (non-public sector topics may be approved).
5. A final examination will cover the entire semester’s material.

All written assignments should be typed and double spaced in 12 pt. font with 1 inch margins. Papers will be accepted in hard copy or electronically by email as Word or PDF documents.
Assignments and Grading:

- Attendance and Student Participation: 20%
- Reaction Essays: 15%
- Mid-term Examination: 15%
- Research Paper
  - Oral Presentation: 10%
  - Written Report: 20%
- Final Examination: 20%

Course Schedule, Topics and Assignments:

**Class 1**  
8/31/15  
Introduction and Orientation  
Theoretical Framework and Overview

**Class 2**  
9/21/15  
U.S. Labor Relations  
History and Development  
Public/Private Sectors  
Attitudes Toward Public Sector Labor Relations

Readings: Kearney, Ch. 1; Donovan, Ch. 1; Belman, pp. 1-8 and Ch. 2.

**Class 3**  
9/28/15  
Guest Presenter: PERB Representative  
Legal Frameworks  
Processes and Procedures  
Enforcement Agencies  
Rights and Responsibilities

Readings: Kearney, Ch. 3; NLRA; Taylor Law; ALRA, Ch. 4.

**Class 4**  
10/5/15  
Civil Service and Labor Relations  
Managerial, Supervisory & Confidential Employees

Readings: Kearney, Ch. 7; Bers; Douglas (2).

Assignment Due: Reaction Paper to PERB presenter.

**Class 5**  
10/12/15  
Guest Presenter: Union Representative  
Collective Negotiations  
Obligations, Scope, Interests, Process

Readings: Kearney, Chs. 4 & 5.

**Class 6**  
10/19/15  
Bargaining Politics, Implications, Affects  
Impacts of Bargaining; Financial and Others  
Costing Contracts

Readings: Kearney, Ch. 6; Ospina, Yaroni PAR; Dell'Omo.

Assignment Due: Reaction Paper to union representative.
Class 7  
10/26/15  
Mid-term Examination  
Resolving Impasses

Class 8  
11/2/15  
Guest Presenter: Management Representative  
Strikes  
Readings: Kearney, Ch. 8 & 9.  
Assignment Due: Reaction Paper to management representative.

Class 9  
11/9/15  
Contract Administration  
Grievances, Rights Arbitration  
Readings: Kearney, Ch. 10.; Segal PAR, Chandler.  
Assignment Due: Last day for research paper topic to be approved.

Class 10  
11/16/15  
Guest Presenter: Professional Arbitrator  
Arbitration Exercise

Class 11  
11/23/15  
Research Paper Oral Presentations  
Bargaining Simulation  
Assignment Due: Reaction Paper to Arbitrator’s presentation.

Class 12  
11/30/15  
Research Paper Oral Presentations  
Bargaining Simulation  
Assignment Due: Research Paper.

Class 13  
12/7/15  
Public Sector Labor Relations – Today & Tomorrow  
Readings: Kearney, Ch. 2 & 11, Klingner.

Class 14  
12/14/15  
Final Examination