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Fall 2011  
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466-3017

**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 an arbitration exercise and engage in a collective bargaining simulation that requires they renegotiate a labor-management agreement.

**Required Text:**  
Kearney, Richard C., *Labor Relations in the Public Sector.*  
Marcel Dekker, 4th edition, with David G. Camevale. (if available)

Additional Readings from:  


Other Readings as Assigned. All readings on the ERes system at:  

**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 arbitration exercise.
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:**

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<thead>
<tr>
<th>Assignment</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Attendance and Student Participation</td>
<td>20%</td>
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<tr>
<td>Reaction Essays</td>
<td>15%</td>
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<tr>
<td>Mid-term Examination</td>
<td>15%</td>
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<td>Research Paper</td>
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<td>Oral Presentation</td>
<td>10%</td>
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<tr>
<td>Written Report</td>
<td>20%</td>
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<td>Final Examination</td>
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**Course Schedule, Topics and Assignments:**

**Class 1**
Introduction and Orientation  
Theoretical Framework and Overview

**Class 2**
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**
Guest Presenter:  David Quinn, Director of Litigation, PERB  
Legal Frameworks  
Processes and Procedures  
Enforcement Agencies  
Rights and Responsibilities

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

**Class 4**
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**
Guest Presenter:  Union Representative.  
Collective Negotiations  
Obligations, Scope, Interests, Process

Readings:  Kearney, Chs. 4 & 5.

**Class 6**
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
Guest Presenter: Management Representative

Resolving Impasses
Assignment Due: Reaction Paper to union representative.

Class 8
Mid-term Examination
Strikes

Readings: Kearney, Ch. 8 & 9.

Assignment Due: Reaction Paper to management representative.

Class 9
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
Guest Presenter: Professional Arbitrator.

Arbitration Exercise

Class 11
Research Paper Oral Presentations

Bargaining Simulation

Assignment Due: Reaction Paper to Arbitrator's presentation.

Class 12
Research Paper Oral Presentations

Bargaining Simulation

Assignment Due: Research Paper.

Class 13
Public Sector Labor Relations – Today & Tomorrow

Readings: Kearney, Ch. 2 & 11, Klingner.

Class 14
Final Examination