**SUBJECT TO CHANGE**

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY
SCHOOL OF PUBLIC AFFAIRS AND ADMINISTRATION

Public Sector Labor Relations
Summer 2019
Unit/Subject/Course 20:834:527

Instructor: Abdur R. Yasin, MPA
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Class Times: Mon & Wed 6:00–9:45pm
Class Location: ENG, Room 201
Office Hours: By arrangement

Course Description

This course addresses labor relations in the public sector from multiple perspectives, including theoretical, legal, political, policy and practical. Students are expected to fully participate in classroom discussions and exercises, particularly the collective bargaining exercise, where the class will form labor-management teams with the purpose of renegotiating a contract.

Learning Objectives

* to participate in and contribute to the public policy process;
* to analyze, synthesize, think critically, solve problems, and make decisions;
* to articulate and apply a public service prospective;
* to communicate and interact productively with a diverse and changing workforce and citizenship.

Required Texts:


*Additional readings will be located on Blackboard under course documents
Course Requirements:

Class Participation 10%
Bargaining Simulation 25%
Paper
  Oral Presentations July 1 & 3 25%
  Written Version due July 3 @ 11:59pm 40%

1. Student participation will be judged according to involvement in classroom discussions and exercises and cases.

2. Students are required to write and orally present a paper addressing a public sector labor relations issue. The topic is the student’s choice, but make sure it is a public sector issue/topic. Additional information will be provided in class. The paper shall be typed, double-spaced, 1 inch margins, 12pt font, Times New Roman or Arial and between 10 to 15 pages max (not including references). You must properly cite all sources using APA style.

3. Students will need to prepare an oral presentation using PowerPoint or a similar software. Each students will have up to 10 minutes to their work and will take questions/feedback for 5 minutes. A copy of the presentation will be submitted for grading.

4. Papers submitted after 11:59 pm, July 3 will receive a 10% penalty.

(Book are available at Rutgers Bookstore in Bradley Hall.)

Topics and Readings:

May 29 Introduction & Orientation; Discussion on Presentations & Final Paper

Readings:

• Kearney Chapter 1 & 2

June 3 Labor Relations in the U.S.
--History and development
--Growth of unionism
--Public sector movement
--Unionism and the merit system

Readings:


June 5 Public Sector Labor Law

--Procedures and process
--Enforcement agencies
--NJ State Labor Law
--Civil Service Reform Act of 1978

Readings:

- Kearney Chapter 3;

- Janus & New Jersey


June 10 Union Structure and Organizing

--Forming & joining unions
--Union security
--Labor management cooperation

Readings:

• Kearney Chapter 4;


June 12 Collective Bargaining

--Obligation to bargain
--Scope of bargaining
--Good faith
--Public interest

Readings:

• Kearney Chapter 5 & 6;


**Paper proposals due**

June 17  
Grievances, Strikes & Resolving Impasses

--Resolving grievances
--Impasse resolution: mediation, fact-finding and arbitration
--Public sector strike: philosophical issues

Readings:

- Kearney Chapter 8 & 9


June 19  
Future of Collective Bargaining

Readings:


• Janus & New Jersey

June 24
   Bargaining Simulation
   --Bargaining exercise (will be provided)

June 26
   Bargaining Simulation (cont.)

July 1
   Begin Paper Presentations

July 3
   Finish Presentation & Papers due at 11:59pm