

Labor-Management Relations in the Public Sector (20:834:527:01) [3 credits]

Course Description

This course addresses labor relations in the public sector from multiple perspectives, including theoretical, legal, political, policy and practical

Learning Objectives

After completing this course, students will be able to:

- Understand the legal contours of public sector unionism
- Understand the collective bargaining rights of public sector unions
- Understand how to engage in good faith bargaining over wages, hours, and other terms and conditions of employment
- Understand grievance procedures over interests and bargaining
 - Understand dispute resolution techniques

Requirements

Requirements will vary by instructor and may include:

- *Class sessions and discussions*: Students will actively engage in class discussions.
- Renegotiation of mock collective bargaining contract
- Final exam

Schedule / Outline of Topics

- Week 1: Introduction and Overview
- Week 2: Overview: Labor Relations in the U.S.
- Week 3: Public Sector Labor Law
- Week 4: Union Structure and Organizing
- Week 5: Collective Bargaining
- Week 6: Grievances, Impasses & Strikes
- Week 7: Impasse Resolution
- Week 8: Bargaining Simulation: Breaking into labor management teams
- Week 9: Bargaining Simulation (continued)
- Week 11: Bargaining Simulation (continued)
- Week 12: Bargaining Simulation (continued)
- Week 13: Presentation of Final Papers
- Week 14: Final

Texts / Materials / Resources

The selection of textbooks and readings will vary by instructor. Listed below are some of the possible textbooks, materials, and resources an instructor may select for this course:

- Kearney, Richard C. and Patrice M. Mareschal. 2014. *Labor Relations in the Public Sector*. New York: Routledge Press, 5th edition.
- Bargaining contract and supporting materials.