NOTE: This syllabus is subject to change.

RUTGERS UNIVERSITY, CAMPUS AT NEWARK
SCHOOL OF PUBLIC AFFAIRS AND ADMINISTRATION

Public Sector Labor Relations
20:834:527:01
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Fall 2013

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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 be able to lead and manage in public governance;
* 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:

Course Requirements:

Class Participation
(including exercises and cases) 35%

Paper
Oral Presentation Nov 28/Dec 5 10%
Written Version due December 5 25%
Final Examination December 12 30%

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.

3. The final examination will cover all materials from the semester.

(Books are available at New Jersey Books, Inc., 167 University Avenue @ Bleeker.)

Topics and Readings:

September 5 Introduction & Orientation

September 12 Labor Relations in the U.S.

--History and development
--Growth of unionism
--Public sector movement
--Unionism and the merit system


**September 19**

**Public Sector Labor Law**

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


**September 26**

**Union Structure and Organizing**

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


**October 3**

**Collective Bargaining**

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


October 10  Grievances, Impasses & Strikes

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

**Readings:** Kearney Chapter 8, 9

October 17  Bargaining Simulation

--Bargaining exercise (will be provided)

October 24  Bargaining Simulation (cont.)

October 31  Bargaining Simulation (cont.)

November 7  Bargaining Simulation (cont.)

November 14  Bargaining Simulation (cont.)

November 21  Holiday
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