

LABOR MANAGEMENT RELATIONS IN THE PUBLIC SECTOR
PADM 60376 / POL 70376
Master of Public Administration Program
Kent State University
Spring 2005

Main

Introduction/Overview of Course

Dear Student,

Welcome to Labor Management Relations in the Public Sector. This course is designed to be both theoretical and applied in nature. The first weeks of the course are designed to familiarize the student with labor relations and collective bargaining. The second half of the course is designed so that the class will have the opportunity to negotiate a successor collective bargaining agreement. A positive outcome from pursuing this course would be to become familiar with the collective bargaining process and become comfortable working with a collective bargaining agreement.

To Students With Disabilities:

In accordance with University Policy, if you have a documented disability and require accommodations to obtain equal access in this course, please contact the instructor at the beginning of the semester or when given an assignment for which accommodation is required. Students with disabilities must verify their eligibility through the Office of Student Disability Services (SDS) in the Michael Schwarz Student Services Center (672-3391).

Additionally, this is a web-based course which is Section 508 accessible for persons with physical disabilities. If you are a disabled student residing in Northeast Ohio who is blind, vision-impaired, has limited use of their hands, or is deaf and or hard-of-hearing, please contact the Coordinator for training and use of assistive technologies in your home.

Your Course Evaluation

Your course grade will be based upon:

1. Mid-term examination (Week of October 18 - eighth week)
2. Class participation (including discussion questions)
3. Team participation
4. Final examination (non-comprehensive) (Week of December 13 - exam week)

COMPONENT 1: 30%
COMPONENT 2: 30%
COMPONENT 3: 10%
COMPONENT 4: 30%
Total: 100%

This course is based upon the class negotiating a successor collective bargaining agreement. To accomplish this, the class will be divided into union and management and each group will prepare proposals to modify the collective bargaining agreement. Of course, since most times it will not be possible for the bargaining teams to meet in person the communication between the members of the team must take place via email or through the course WEB site. A part of the discussion will take place during the weekly Learn Linc session. If you are not able to be present for the Learn Linc session please review the recorded session This is the third time that this class has been offered on the WEB and modifications may be made at any time to improve the process and assure that students are deriving a benefit from the class. The plan is that the current collective bargaining agreement will be emailed to class members during the second week of class. That will permit the bargaining teams to begin to prepare proposals for negotiation. I will also issue my own proposals for each team to negotiate.

Required Reading

Books:

Kearney, R. & Carnevale, D. (2001) 3rd ed. *Labor Relations In The Public Sector*. New York, NY: Marcel Drucker Incorporated.

Articles:

Any articles that are required for this class will either be sent to you via email, be a part of the course material or be put on electronic reserve at the KSU Library. Presently there are no articles on reserve at the library. If any are put on reserve, you will be notified via email.

Office Hours and Contact Information

Contact: Hugh Bennett

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Office Hours

Office hours are by appointment only

Weekly Topics and Readings

Within EACH week of the syllabus below you will see the following:

1. The week
2. The topic for the week
3. Under the topic you will see
 - (a) the week's readings;
 - (b) my lecture for the week
 - (c) the week's discussion points; and
 - (d) periodically, group assignments
 - (e) self - quizzes (for your personal diagnostics only)

To access the item you are interested in, merely scroll down to the week you are interested in and double click on any of the items located under the weekly topic: the week's readings (if electronic), my lecture for the week, discussion points, group assignments (where listed) and self-quizzes.

Week One: Bargaining Basics

Please read the syllabus

Determination of bargaining committees

Lecture

Discussion questions

Week Two: Bargaining Units and Contract Administration

Collective Bargaining agreement and game rules emailed to each student

Read: Chapters One and Two

Lecture

Discussion questions

Week Three: Statutory Regulation

First team planning session

Read: Chapter Three

Lecture

Discussion questions

Week Four: Grievances and Arbitration

Team meeting

Read: Chapter 10

Lecture

Discussion questions

Week Five: Calculating Compensation

Team meeting

Read: Chapter Six

Lecture

Discussion questions

Week Six: Bargaining Fundamentals

Exchange of proposals

Read: Chapter Four

Lecture

Discussion questions

Week Seven: The Politics of Collective Bargaining

First Bargaining Session

Read: Chapter 5

Lecture

Discussion questions

Week Eight: Mid Terms

Team Meeting

Exam

Week Nine: Union Impacts

Second Bargaining Session

Read: Chapter Seven

Lecture

Discussion questions

Week Ten: Workplace Disruptions

Third Bargaining Session

Read: Chapter Eight

Lecture

Discussion questions

Week Eleven:

Fourth Bargaining Session

Read: Chapter Nine

Lecture

Discussion questions

Week Twelve: Resolving Impasses

Fifth Bargaining Session

Read: Chapter 11

Lecture

Discussion questions

Week Thirteen: The Future of Public Unions

Work on proposals for the final stretch (Right!!)

Week Fourteen: Interest Based Bargaining

Sixth Bargaining Session

Read: To be assigned

Lecture

Discussion questions

Week Fifteen: Review of Bargaining

Fact finding hearing - bench decision on all unresolved issues

Read: To be assigned

Lecture

Discussion questions

Week Sixteen: Final Examination

Exam