

LABOR-MANAGEMENT RELATIONS IN THE PUBLIC SECTOR

PSPA 658

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Course Description

Federal, state, and local jurisdictions in employee-management relations with emphasis on legislative, judicial, political, and social considerations. Special attention will be given to selected occupational groups in the public sector. Comparisons with the private sector and the special bargaining problems of various units in the public sector are considered. Illinois' relatively recent enactment of labor legislation or public employees makes this course particularly timely and both the Illinois Public Labor Relations Act and the Illinois Educational Labor Relations Act will be studied in detail.

Course Goals

This course is designed to develop the students' understanding of the complexities of governmental regulation of labor-management relations in the public sector. While labor relations law in the public sector has naturally drawn heavily on private sector precepts and models, it has also involved major departures, in response to numerous problems peculiar to the public sector. We will attempt to identify the policy issues implicit in any system of public sector labor relations law, and present materials illustrative of the various arguments and solutions which have been brought to bear on these issues by legislatures, courts and administrative agencies at the federal, state, and local level.

Classroom Methods

The text will be used as the base information source with classroom discussions expanding upon that source. Therefore, the student will be expected to have read and studied the assigned materials in order to contribute to classroom analysis and discussions. Periodically there will be supplementary reading assignments required as well as class handouts assigned as the semester progresses.

Much supplemental information will be covered in class in addition to the required text so regular classroom attendance will be required in order for the student to be fully prepared for evaluations and written work.

Evaluation and Written Work

The evaluation of each student for the determination of a final grade for the course will be comprised of the following evaluative items:

Mid-Term Exam	30%
Term Paper	30%
Comprehensive Final Exam	<u>40%</u>

Examinations will be based upon the text, supplemental readings, class notes (see Classroom Methods, supra) and related case work. Both exams will be essay. **There will be NO Make-ups!**

The term paper is expected to be a major research paper on a current labor law issue which interests the student. As such, the student will be given some freedom in selecting a topic, but must receive final approval from the professor. No papers may be "re-submitted" from a prior course nor simultaneously submitted with another course. Plagiarism and other unethical conduct will result in expulsion from the course, the M.P.A. program, and the University as a whole.

Failure to complete every one of the above evaluative items will result in a failing grade for the course. The student is responsible for keeping a copy of all work handed in as **you** bear the risk of loss.

Class Attendance

Attendance is required in the sense that any item of classroom discussion is a potential examination question. (See Classroom Methods, supra.) A seating chart will be made as an aid for the instructor to learn all students' names in order to facilitate classroom participation and discussion.

Required Texts

Edwards, Clark & Craver, Labor Relations Law in the Public Sector, 4th ed., The Michie Co., 1991.

Class Outline

This weekly assignment schedule only provides a skeletal outline of the course schedule. Additional readings and class handouts will be assigned as the semester progresses.

June 3	Public Sector Unionism-- Origins and Perspectives, Chapter 1, and The Right to Join and Form Unions, Chapter 2
June 10	Establishment of the Collective Bargaining Relationship, Chapter 3
June 17	The Obligation and Duty to Bargain, Chapter 4, and Settlement of Collective Bargaining Impasses, Chapter 7
June 24	MID-TERM EXAM
July 1	The Right to Strike and Picket in the Public Sector, Chapter 6
July 8	Enforcement of the Collective Bargaining Agreement, Chapter 8
July 15	The Political and Civil Rights of Public Employees, Chapter 9
July 22	FINAL EXAM