

Government Employer – Employee Relations
PA 531
SPRING 2009

INSTRUCTOR: Carlos G. Arauz

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COURSE FORMAT

Class sessions will consist of lectures, student discussions, and selected guest speakers. Students are expected to be fully prepared for class by completing the assigned readings, assignments and research. Students may also be asked to make brief presentations on specific course subject matter. Class participation is expected and encouraged. Participation in negotiations exercise is mandatory.

COURSE OBJECTIVE

This course is designed to provide students with a basic knowledge of employer-employee relations in the public sector, including basic principles and practices. In addition, students will learn the historical basis for the development of the labor movement in the private and later, in the public sector. The course will cover the principles of collective bargaining, grievance handling, mediation and arbitration in the public arena and will also examine the political realities of government employer-employee relations.

PAPERS, REPORTS AND EXAMS:

Two papers may be assigned in this class.

- 1) No more than two typed pages plus references on the specific subject assigned. Papers will be graded based on quality, reasoning, logic and the student's ability to communicate clearly in a concise manner.

There will be a mid-term and final exam.

Papers, exams and class participation and negotiation exercise will be part of the final grade.

Class attendance is mandatory. The class grade for any student missing 3 or more classes will be reduced by 25%.

Syllabus - PA 531- Spring 2009

January 22	Introductions and Course Overview
January 29	Historical Perspective of Labor Force
February 5	Impact of Labor Force – Supply and Demand
February 12	History of the Labor Movement in the US
February 19	Development of Unions in Government
February 26	Comparison of Public vs. Private Sector Unionization
March 5	Collective Bargaining Process in the Public Sector
March 12	MID TERM EXAM
March 19	Collective Bargaining Articles – What Is In a Contract
March 26	Management v. Labor – What Is Each Side Looking For Contract Language
April 2	Spring Break – No Class
April 9	Negotiation Exercise
April 16 & 23	Negotiation Exercise and Presentation
April 30	Presentations and Wrap UP
May 7	FINAL EXAM / Assignment