

Florida Atlantic University  
**PAD4426: PUBLIC SECTOR LABOR RELATIONS**  
**Fall 2002**

---

**Professor:**

Dr. Bruce J. Moeller

**Office Hours & Telephone:**

Office: Wednesdays, 6:30 – 7:00pm; other days by appointment.  
E-mail: [bmoeller@bellsouth.net](mailto:bmoeller@bellsouth.net)  
Phone: 954.741.2472

**Course Meetings:**

Day / Time: Wednesday 7:00pm – 10:00pm  
Location: Davie: Liberal Arts Bldg, Room 326

**Course Overview:**

This course examines the historical development of labor relations and collective bargaining in the public sector. Students will examine the impact of public employee unions on public personnel administration, specifically the interaction between labor and management. Participants will be provided with a practical framework from which public managers can address labor issues within the workplace.

The course will consist of instructor lectures, class discussions, role-playing and practical exercises to supplement the assigned readings.

**Required Text:**

Kearney, Richard C. & Carnevale, David G., (2001), Labor Relations in the Public Sector, Third Edition Marcel Dekker, Inc: New York

Florida Statute, Chapter 447 – Part II (can be obtained at <http://www.leg.state.fl.us/>)

**Course Expectations:**

As an upper division course, students are expected to develop a significant understanding of the subject matter. Readings should be completed before class and will form the basis, along with class discussions, for examination questions. Assignments are due on the date noted. Class attendance is expected.

## **Grading:**

Grading for this course will be based on the following elements and weights:

|                                    |     |
|------------------------------------|-----|
| Mid-term Examination               | 30% |
| Final Examination (non-cumulative) | 30% |
| Grievance Exercise                 | 15% |
| Negotiation Exercise               | 15% |
| Class Participation                | 10% |

## **Exercises:**

Negotiation Exercise: Students will participate in a negotiation session after being assigned to either the labor or the management side of the table. Relevant information will be provided before the exercise. Students will be responsible for selecting a lead negotiator, preparing proposed contract language and participating either directly or indirectly in the negotiation process.

Grievance Exercise: Students will prepare a written response to a fictional grievance. The prepared written response should include the following sections: facts of the case, applicable contract language, findings and 'hearing officers' decision. Due on the date noted. Students will provide a brief presentation of their decision in class.

**Course Outline:**

| <u>Date</u>        | <u>Topics</u>                     | <u>Reading</u>         |
|--------------------|-----------------------------------|------------------------|
| August 28, 2002    | History of Labor Relations        | Chapter 1              |
| September 4, 2002  | Unions Today                      | Chapter 2              |
| September 11, 2002 | The Legal Environment             | Chapter 3              |
| September 18, 2002 | Collective Bargaining             | Chapter 4              |
| September 25, 2002 | Collective Bargaining (continued) | Chapter 5              |
| October 2, 2002    | Negotiation Exercise              | Chapter 6              |
| October 9, 2002    | Negotiation Exercise (continued)  | Read Ahead             |
| October 16, 2002   | <b>Mid-Term Exam</b>              | Review Chapters 1 – 6  |
| October 23, 2002   | Personnel Practices & Strikes     | Chapter 7 & 8          |
| October 30, 2002   | Grievances                        | Chapter 9              |
| November 6, 2002   | Grievances (continued)            | Chapter 10             |
| November 13, 2002  | <b>Grievance Exercise Due</b>     | Review & Read Ahead    |
| November 20, 2002  | Future of Labor Relations         | Chapter 11             |
| November 27, 2002  | No Class - Thanksgiving           | ---                    |
| December 4, 2002   | Special Topics in Labor Relations | Handouts               |
| December 11, 2002  | <b>Final Exam</b>                 | Review Chapters 7 – 11 |

Revised: August 2002