School of Labor and Industrial Relations

Public Sector Human Resources and Industrial Relations

LIR 891
Fall 2002

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Required Texts: Kearney, Richard C. and David G. Carevale, Labor

Required Texts:


Method of Evaluation:

(1) Arbitration Case Assignment (4 - 5 pages) - 20%
(2) Research Paper (10-15) pages - 40%
(3) Paper on State Labor Law (4 - 5 pages) - 20%
(4) Class Participation/Arbitration Simulation - 20%
Outline and Required Readings

* Required readings

1/ INTRODUCTION

Theoretical Framework & Overview
Development of Civil Service Systems
Public/Private Sector Differences
Development of Public Sector Bargaining

Readings:

* Kearney and Carnevale, chapter 1


Freeman, "Unionism Comes to the Public Sector". Journal of Economic Literature, March 1986, "The New Unionism", pp. 41-49.


2/ THE GROWTH OF UNIONIZATION IN THE PUBLIC SECTOR

The Public Policy Debate

Readings:

* Kearney and Carnevale, chapter 2

* IRRA, Ch.2, Richard Freeman. 1996. "Through Public Sector Eyes: etc, etc, etc,"


THE ECONOMIC AND POLITICAL ENVIRONMENT

The Debate Over the Limitations of Public Sector Collective Bargaining and the Appropriateness of the Private Sector Model

Readings:


LEGISLATIVE FRAMEWORK FOR BARGAINING

Federal and State Policies
Administration of the Law

Readings:

* Kearney and Carnevale, chapter 3


* Michigan Law (on my web site)

* Garcia v. City of El Paso

REPRESENTATION AND BARGAINING STRUCTURE

Determination of Bargaining Units
Status of Supervisors and Managers
Management Organization for Bargaining

Readings:
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* Kearney and Carnevale, chapter 4

* Bronfenbrenner, Kate and Tom Juravich. 1994. "The Impact of Employer Opposition on Union Certification Win Rates: A Private/Public Sector Comparison".


IRRA, Ch.5, Doeringer, Peter, Audrey Watson, Linda Kaboolian, and Michael Watkins. 1996. Beyond the Merit Model: New Directions at the Federal Workplace?


6/ THE BARGAINING PROCESS

Public and Private Sector Differences
Politics and Bargaining

Readings:

* Kearney and Carnevale, chapter 5


7/ UNION SECURITY

Challenges to the Agency Fee

Readings:


Donovan, Ch.8, "Regulating the Bargaining Process," pp. 192-196.

8/ THE SCOPE OF BARGAINING
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The Duty to Bargain
Limitations on Scope

Readings:


Donovan, Ch.8,"Regulating the Bargaining Process," pp. 177-192.

* Saltzman and Sperka, pg 19 - 25

9/

INDUSTRIAL CONFLICT and DISPUTE RESOLUTION

Public Sector Strikes
PATCO

Readings:

* Kearney and Carnevale (hereafter K & C), chapter 8


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Donovan, Ch.9, "Dispute Resolution and Strikes," pp. 200-229.

10/ DISPUTE RESOLUTION: STRIKE ALTERNATIVES

* Kearney and Carnevale, chapter 8


* Saltzman and Sperka, pg. 27 - 34


Freeman, Journal of Economic Literature, Part VI, pp. 66-76.


11/ BARGAINING OUTCOMES

Wage Effects
Comparability
Benefits
Pay Equity
Productivity
Impact on Management

Readings:

* Kearney and Carnevale (hereafter K & C), chapter 6 & 7


Freeman, Journal of Economic Literature, parts IV and V, pp. 53-66.
12/ PRIVATIZATION AND THE FUTURE OF PUBLIC SECTOR COLLECTIVE BARGAINING

Readings:

* Kearney and Carnevale, chapter 11


13/ Issues in Human Resource Management in the Public Sector


14/ **COMPARATIVE PUBLIC SECTOR BARGAINING**

Legislative Framework
Scope of Unionization

Readings:
