

LEARN

Schedule and location

Please visit www.ilearn.rutgers.edu for schedule updates.

All Public Sector Labor Relations Certificate Program classes take place at the Rutgers University Labor Education Center, 50 Labor Center Way, New Brunswick.

Certification Requirements

Participants must complete six courses to receive the Public Sector Labor Relations Program Certificate. While the program begins in September, learners may enroll in individual courses at any time.

Available Credits

New Jersey Mandatory Continuing Legal Education (MCLE)	6 Hours
Continuing Education Units (CEUs)	.5 CEUs

Registration

The registration fee is \$240 per person per class. The registration fee includes all materials, continental breakfast, and lunch. Class size may be limited. Pre-registration and payment are required to guarantee seats.

Register online at www.ilearn.rutgers.edu.

Cancellation policy

No refunds will be issued. Cancellations made three business days prior to the date of a class will receive full credit toward any future courses offered by LEARN at Rutgers University. There will be a \$75 fee for all other cancellations, and the remaining credit can be applied toward any future LEARN courses.

Contact us

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RUTGERS
School of Management
and Labor Relations



LEARN



Gain key employment relations skills to prevent labor disputes, support conflict resolution, and promote collective negotiation

PUBLIC SECTOR LABOR RELATIONS CERTIFICATE PROGRAM 2012-2013



Collective bargaining plays a vital role in public sector employment relations in New Jersey. The Public Sector Labor Relations Certificate Program provides high-quality, relevant courses to help labor relations practitioners and employer/employee advocates gain critical skills to prevent labor disputes, support effective conflict resolution, and promote collective negotiation. Catered to both labor and management representatives at all levels of government - whether state, county, or municipal - the curriculum ensures that participants will acquire an in-depth understanding of key labor and employment issues.

This program is a partnership between the New Jersey Public Employment Relations Commission (PERC) and Labor Education and Research Now (LEARN) in the School of Management and Labor Relations at Rutgers, the State University of New Jersey.

Who should attend?

- Supervisors, managers, and labor relations professionals involved in state, county, and municipal governments
- Union members, leaders, and representatives of public employees
- Labor relations attorneys
- New mediators and arbitrators

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COURSE OFFERINGS

Fall 2012 Semester

Introduction to Public Sector Labor Law

September 19, 9 a.m. to 4 p.m.

Instructor: James W. Mastriani

This course will explore the fundamentals of public sector labor law, with a special focus on the New Jersey Employer-Employee Relations Act. Participants will receive an overview of key public sector legal concepts, practices, and procedures, with topics including the role of administrative agencies, scope of negotiations, representation cases, unfair practices, and impasse procedures.

Discipline and Grievance Handling in the Public Sector

October 25, 9 a.m. to 4 p.m.

Instructor: Joyce M. Klein

This course will examine the grievance procedure, employee and employer rights and responsibilities, standards of just cause and their application to real life cases, and the burden of proof. Participants will discuss how to resolve grievances at the lowest level and will be given a brief overview of the arbitration hearing process.

Collective Negotiations in the Public Sector

November 1, 9 a.m. to 4 p.m.

Instructor: Joel M. Weisblatt

This introductory course provides the basic knowledge necessary to prepare for and conduct collective negotiations in the public sector. It will examine the structure of public sector bargaining, with a focus on recent trends; scope of negotiations; basic "costing out"; preparations for negotiations; and impasse procedures. Participants will receive useful tactical hints.

Conflict Resolution

December 13, 9 a.m. to 4 p.m.

Instructor: Saul A. Rubinstein

Although labor relationships are rooted in underlying, fundamental conflicts of interest, there exist many techniques for reducing dysfunctional conflict. This class will expose participants to interest-based and other problem-solving techniques that can be used in grievances, at the bargaining table, and every day in the workplace. It also will examine models of labor-management cooperation in the public sector, and participants will learn through role playing and hands-on exercises.

Spring 2013 Semester

Public Sector Grievance Arbitration **NEW**

January 23, 9 a.m. to 4 p.m.

Advanced Public Sector Grievance Arbitration **NEW**

February 27, 9 a.m. to 4 p.m.

Instructor: Joan Parker

This sequence of two courses is designed to increase the practitioner's skills in preparing for and presenting grievance arbitration cases. Major subjects discussed include preparing for arbitration, the hearing, presenting a case, standards for just cause, evidence, criteria for contract interpretation, remedies, the arbitration decision, and different arbitration systems. This interactive class also includes a film.

PERC Procedures and Rules

March 14, 9 a.m. to 4 p.m.

Instructor: Don Horowitz

This introductory course will review the basic procedures for the filing of petitions and charges with PERC. Topics include filing unfair practice charges; and filing petitions regarding representation issues, scope of negotiations issues, notices of impasse requesting mediation, as well as petitions requesting interest and grievance arbitration.

Contract Interpretation

April 12, 9 a.m. to 4 p.m.

Instructor: Steven Weissman and Philip E. Stern

This class will examine how the meaning and enforceability of contract language negotiated under the N.J. Employer-Employee Relations Act has evolved notably over the last 40 years, and how court decisions, arbitrators' opinions, and PERC rulings have served to establish a set of principles and guidelines for negotiating binding contract language in the public sector. Participants will learn the processes and procedures of enforcing and interpreting contract provisions, from both labor and management perspectives.

Scope of Negotiations

May 2, 9 a.m. to 4 p.m.

Instructor: Don Horowitz

This course will address all aspects of the scope of negotiations in New Jersey's public sector. It will trace the legislative, judicial, and PERC developments that have impacted the issues that can and must be the subjects of collective negotiations and grievance arbitration. The class will also examine how PERC decides the scope of negotiations in particular cases.

Program Faculty

Public Sector Labor Relations Certificate Program classes are taught by full-time and adjunct faculty of the Rutgers School of Management and Labor Relations, experienced legal professionals and experts, and PERC personnel. Each instructor brings an extensive background in consulting and training for labor and management relations, in both the public and private sectors.

Don Horowitz, Esq., J.D.



Mr. Horowitz is the Deputy General Counsel to the New Jersey Public Employment Relations Commission and Counsel to the Appeal Board, and is highly experienced in representing these agencies in court. An accomplished speaker on public sector labor relations, he also is an Adjunct

Assistant Professor in Drexel University's Goodwin College of Professional Studies. Mr. Horowitz received his J.D. from Temple University School of Law.

Joyce M. Klein, Esq., J.D.



Ms. Klein is a mediator and arbitrator, and an Adjunct Professor in Labor Studies and Employment Relations at the Rutgers University School of Management and Labor Relations. She has served as Special Counsel to the Presidential Emergency Boards, and on the National Mediation

Board and New Jersey Public Employment Relations Commission. Ms. Klein received her J.D. from University of Wisconsin Law School.

James W. Mastriani, M.S.



Mr. Mastriani has more than 20 years of arbitration and mediation experience. He has authored articles on collective bargaining and dispute resolution, and taught graduate courses in the Rutgers University School of Management and Labor Relations. He previously was

Chairman of the New Jersey Public Employment Relations Commission, and also served as a Commission Mediator and Hearing Officer. Mr. Mastriani received his M.S. in Labor Economics from University of Massachusetts.

Joan Parker, Ph.D.



Dr. Parker has been a sought-after arbitrator and mediator in both the public and private sectors for more than 30 years. As a tenured Professor at Rutgers University from 1976 to 1990, she taught graduate courses; conducted research; and published numerous scholarly books, book

chapters, and articles on labor and employment, dispute settlement, and human resource management. Dr. Parker received her Ph.D. in Industrial and Labor Relations from Cornell University.

Saul A. Rubinstein, Ph.D.



Professor Rubinstein is a leading scholar on the subject of how joint labor and management collaborations achieve organizational innovations. He teaches courses on the dynamics of work and organization, labor and corporate restructuring, and employee involvement and

new work organizations in the Rutgers University School of Management and Labor Relations. Professor Rubinstein received his Ph.D. in Management from Massachusetts Institute of Technology.

Joel M. Weisblatt, Esq., J.D.

Mr. Weisblatt is an arbitrator, mediator, and fact finder in labor relations disputes. Has 30 years of experience in both the public and private sectors. Among his career highlights, Mr. Weisblatt worked as a staff mediator with the New Jersey Public Employment Relations Commission and served on the Port Authority Employment Relations Panel. Mr. Weisblatt received his J.D. from Brooklyn Law School.

Steven Weissman, Esq., J.D.

Mr. Weissman, of Weissman & Mintz, LLC, specializes in employment-related matters. A published author, he has been a benchler for the Reitman Inn of Court and is an Executive Committee member of the New Jersey State Bar Association's Labor and Employment Law Section. He also serves on the State Advisory Council to the Rutgers University School of Management and Labor Relations. Mr. Weissman received his J.D. from Rutgers School of Law in Newark.

Philip E. Stern, Esq., J.D.

Mr. Stern is a founding member of Adams Stern Gutierrez & Lattiboudere. Mr. Stern specializes in litigation, negotiations and counseling and has been a management representative in the areas of labor and employment and education law for eighteen years. Mr. Stern is a recent President of the North American Association of Educational Negotiators. Mr. Stern earned his B.A. in Government at Wesleyan University, M.A. in Educational Administration and Supervision at Montclair State University, and J.D. at the New York Law School.

