

## CERTIFICATION REQUIREMENTS

Participants must complete six eligible courses within three years of their first enrollment to receive the certificate.

## CONTINUING EDUCATION CREDITS

NJ Man. Cont. Legal Ed. (MCLE): **6 Hrs.**  
Continuing Education Units: **0.5 CEUs**

## CLASS LOCATION

**All courses meet 8:30 AM—4 PM at:**

The Rutgers Labor Education Center  
50 Labor Center Way  
New Brunswick, NJ 08901

**Please visit [smlr.rutgers.edu/LEARN](http://smlr.rutgers.edu/LEARN) for schedule updates.**

## REGISTRATIONS & CANCELLATIONS

**Register online at  
[smlr.rutgers.edu/LEARN](http://smlr.rutgers.edu/LEARN)**

The registration fee is \$270 per person per class, which includes all materials, continental breakfast, and lunch. Pre-registration and payment are required to guarantee seats. A late registration fee of \$25 applies for registrations made within 3 business days of class.

No refunds will be issued. Cancellations made three business days prior to the date of a class receive full credit toward any future **LEARN** courses. There will be a \$75 fee for all other cancellations with the balance applied to future courses.

**Ask about bulk registration discounts.**

Call LEARN at (848) 932-9504 for more information

## WHO SHOULD ATTEND

- Supervisors, managers, & labor relations professionals in state & local government
- Union members, leaders, and employee representatives
- Labor relations attorneys
- Mediators and arbitrators

## WHAT OUR GRADUATES SAY

“There is an old saying in real estate that says, “Location, Location, and Location.” In the field of labor relations it is ‘experience.’ That is exactly what I found in the Public Sector Labor Relations Certificate Program, as part of the Rutgers SMLR’s LEARN program. Each class was taught by experts in their fields and provided me with perspectives that I had not seen in my many years of labor relations. It was a truly enlightening and enjoyable experience.”

— Steven J. Demofonte  
Staff Representative  
Fraternal Order of Police  
New Jersey Labor Council

“For me, the Rutgers Public Sector Labor Relations Certificate Program was as fun as it was educational. The faculty is top-notch and participants in the program have the opportunity to learn from some of New Jersey’s foremost authorities on labor relations and collective bargaining.”

— Veronica P. Hallett, Esq.  
Florio Perucci Steinhardt &  
Fader LLC

[smlr.rutgers.edu/LEARN](http://smlr.rutgers.edu/LEARN)

# RUTGERS

School of Management  
and Labor Relations

## PUBLIC SECTOR LABOR RELATIONS CERTIFICATE 2020-2021

The collective bargaining system plays a vital role in public sector labor and employment relations. **LEARN** Public Sector Labor Relations Certificate Program provide labor representatives and managers with critical skills to prevent labor disputes, support conflict resolution, and engage in productive collective negotiation.

*In cooperation with the New Jersey  
Public Employment Relations  
Commission (PERC)*



50 Labor Center Way, New Brunswick, NJ 08901

# PUBLIC SECTOR LABOR RELATIONS

CERTIFICATE PROGRAM COURSE OFFERINGS 2019-2020

All courses will be taught remotely

## PUBLIC SECTOR LABOR LAW

Thursday, October 1, 2020

JAMES MASTRIANI, M.S., University of Massachusetts

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.

## PUBLIC SECTOR COLLECTIVE BARGAINING

Friday, November 13, 2020

MARY BETH HENNESSY-SHOTTER, Esq., J.D., Seton Hall University School of Law

The history of public sector unionism and an overview of the theory and practice of collective public sector representation and bargaining in the United States since the 1960s. Are public sector unions the same as or different from private sector unions? In what ways? With what consequences? Are they essential to our democracy or obstacles to it?

## PERC PROCEDURES & RULES

Friday, December 17, 2020

MARY BETH HENNESSY-SHOTTER, Esq., J.D.

JONATHON L. ROTH, Esq., Loyola Law School

This 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 negotiation issues, notices of impasse requesting mediation, as well as petitions requesting interest and grievance arbitration.

## PERC PROCEDURES & RULES

Friday, January 24, 2019

MARY BETH HENNESSY-SHOTTER, Esq., J.D.

JONATHON L. ROTH, Esq., Loyola Law School

This 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 negotiation issues, notices of impasse requesting mediation, as well as petitions requesting interest and grievance arbitration.

## SCOPE OF PUBLIC SECTOR NEGOTIATIONS

Friday, February 28, 2020

DON HOROWITZ, Esq., J.D., Temple University School of Law

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 affected the issues that can and must be the subjects of collective negotiations and grievance arbitration. Also, how PERC decides the scope in particular cases.

## PUBLIC SECTOR CONTRACT INTERPRETATION

Thursday, March 19, 2020

STEVEN WEISSMAN, Esq., J.D., Rutgers (Newark) School of Law

How the meaning and enforceability of contract language negotiated under the N.J. Employer-Employee Relations Act has evolved 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.



Website: [www.smlr.rutgers.edu](http://www.smlr.rutgers.edu)

Email: [learn@rutgers.edu](mailto:learn@rutgers.edu)

Phone: (848) 932-9504

Fax: (732) 932-8677

Mailing Address:

50 Labor Center Way

New Brunswick, NJ 08901

**LEARN**

LABOR EDUCATION ACTION RESEARCH NETWORK

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