

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**

ALL CLASSES WILL BE INSTRUCTED REMOTELY

Due to Covid-19 Corona Virus there will be no face to face classes. A web-link will be provided for all registered students.

Please visit smlr.rutgers.edu/LEARN for schedule updates.

REGISTRATIONS & CANCELLATIONS

Register online at
smlr.rutgers.edu/LEARN

The registration fee is \$270 per person per class. 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

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 2020-2021

ALL COURSES WILL BE INSTRUCTED REMOTELY. NO CLASSES WILL MEET FACE TO FACE.

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

Thursday, December 17, 2020

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

JONATHAN 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.

PUBLIC SECTOR GRIEVANCE HANDLING & DISCIPLINE

Friday, January 22, 2021

JOYCE KLEIN, J.D., University of Wisconsin Law School

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.

SCOPE OF PUBLIC SECTOR NEGOTIATIONS

Friday, February 19, 2021

CHRISTINE LUCARELLI-CARNEIRO, Esq., PERC General Counsel

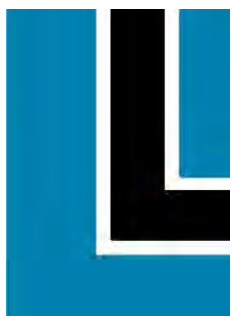
This course will address all aspects of scope of negotiations in New Jersey's public sector. It will trace legislative, judicial, and PERC developments that have affected the issues that can and must be the subjects of collective negotiations and grievance arbitration. Also, how PERC decides the scope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

PUBLIC SECTOR CONTRACT INTERPRETATION

Friday, March 19, 2021

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.



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LEARN

LABOR EDUCATION ACTION RESEARCH NETWORK

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