

LABOR & EMPLOYMENT LAW

CERTIFICATE PROGRAM COURSE OFFERINGS 2023-20234

All courses will be held on-line from 9:00 AM to 2:00 PM

LABOR AND EMPLOYMENT LAW: OVERVIEW

Friday, Sept 22, 2023

Tamara, Lee Esq., J.D., Chicago-Kent College of Law

An overview of major areas of Labor & Employment Law. What does the legal landscape looklike? What are the major laws or rulings that set the rules for each of the major areas of LEL? What agencies are at play in enforcing or adjudicating disputes in each area? Are they state or federal level?

EMPLOYMENT RELATIONSHIPS START TO FINISH

Friday, Oct. 20, 2023

Melanie Lipomanis, Esq., Porzio, Bromberg & Newman, P.C.

An overview of state and federal laws that intersect all phases of the employment relationship from pre-hire through termination. Learn the critical points in the employment process where litigation arises, and how to protect the rights of employees, supervisors and employers.

CONSTITUTIONAL RIGHTS AND THE WORKPLACE

Friday, Nov. 17, 2023

James Cooney, Esq., J.D., University of Miami School of Law

Covers the reach of Constitutional protections at the workplace, what is protected and what isn't including free speech, rights to privacy, whistle-blowing, testing and other issues. Also reviews the implications of the appeal to free speech protections in recent decisions, e.g., Janus v. AFSCME.

LEAVE AND ABSENCE WORKSHOP

Thursday, Dec. 14, 2023

Rosemarie Ciparullo, Esq., J.D., Rutgers University School of Law (Newark)

Explores types of protected leave available to workers; how to prosecute & defend discipline for absenteeism related charges; Excessive absenteeism; Granting leaves of absence; right to require proof of illness, confidentiality; Statutory leave; Fitness for duty and bargaining leave provisions.

BIAS, DISCRIMINATION AND HARASSMENT

Thursday, Jan. 25, 2024

Akhila Naik., J.D.,

This course will cover the federal and New Jersey state laws prohibiting disability, gender, and race discrimination, and harassment. Topics will include legal definitions of disability, legal requirements of reasonable accommodation, what constitutes disparate treatments on the basis of gender and race, and other issues of special concern to union representatives.

WORKPLACE INVESTIGATIONS & INTERVIEWS: OVERVIEW

Thursday, Feb. 22, 2024

Carla Katz, Esq., J.D., Seton Hall University School of Law

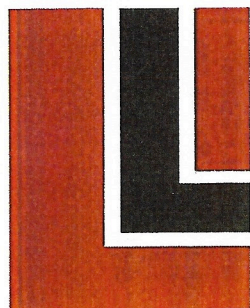
Workplace investigation and interviews as a whole, including an overview of issues and the law related to the field from an experienced local union president and accomplished labor lawyer.

WORKERS COMPENSATION

Friday, Mar. 22, 2024

James Cooney, Esq., Ph.D., University of Miami School of Law

Covers the New Jersey workers' compensation law, which provides cash and medical benefits to those disabled by work-related injuries and diseases.



50 Labor Center Way, New Brunswick NJ 80901
Phone: (848) 932-9504
Fax: (732) 932-8677
Email: learn@rutgers.edu
Website: www.smlr.rutgers.edu

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PUBLIC SECTOR LABOR RELATIONS

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

PUBLIC SECTOR LABOR LAW: AN OVERVIEW

Friday, Sept. 29, 2023

LEONARD SCHIRO, Esq., J.D., Nova Southeastern University

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

PUBLIC SECTOR COLLECTIVE BARGAINING

Thursday, Nov. 2, 2023

Anthony Bagliore, Esq.

The history of public sector unionism, an overview of the theory & 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 POLICIES AND PROCEDURES

Thursday, Dec. 7, 2023

JOSEPH BLANEY, J.D., Temple University

This course reviews the basic procedures for 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

Thursday, Jan. 18, 2024

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

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

SCOPE OF PUBLIC SECTOR NEGOTIATIONS

Friday, March 1, 2024

CHRISTINE LUCARELLI-CARNEIRO, Esq., PERC General Counsel

This course will address all aspects of scope of negotiations in NJ'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.

GRIEVANCE ARBITRATION I

Thursday, March 21, 2024

JOAN PARKER, Ph.D., Cornell School of Industrial and Labor Relations

Major subjects discussed: preparing for arbitration, the hearing, presenting a case, standards for just cause, evidence, criteria for contract interpretation, remedies, the decision, and different systems.

GRIEVANCE ARBITRATION II

Thursday, April 11, 2024

JOAN PARKER, Ph.D., Cornell School of Industrial and Labor Relations

This sequence of two courses is designed to increase the practitioner's skills in preparing and presenting grievance arbitration cases. Students must complete the first class in order to take the second.

PUBLIC SECTOR CONTRACT INTERPRETATION

Friday, May 3, 2024

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

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 served to establish a set of principles and guidelines for negotiating binding contract language in the public sector



LABOR EDUCATION ACTION RESEARCH NETWORK

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Website: www.smlr.rutgers.edu

Email: learn@rutgers.edu

Phone: (848) 932-9504



NEGOTIATION, ARBITRATION & CONFLICT RESOLUTION

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FUNDAMENTALS OF COLLECTIVE BARGAINING

Rebecca Givan,

Thursday, Sept. 28, 2023

Successful negotiators are prepared and ready for anything. This course will describe what individuals and organizations need to do in order to get ready to bargain the best possible contracts.

CONFLICT RESOLUTION AT THE WORKPLACE

Saul Rubinstein, Ph.D., Massachusetts Institute of Technology

Thursday, Oct. 26, 2023

This course looks at different models of labor-management cooperation and surveys ways to reduce dysfunctional conflict at the workplace, and at the bargaining table.

COUNTERING AND PREVENTING HARASSMENT

James Cooney, Esq., J.D., University of Miami School of Law

Friday, Dec. 1, 2023

This class will cover the various federal and state laws prohibiting workplace harassment based on sex, race, religion, LGBTQ+ status, and other protected categories. We will cover the implementation of employer policies aimed at preventing harassment, and in conducting effective investigations to remedy employee complaints. Finally, we will review the topic from the perspective of labor union, including compliance with the duty of fair representation.

INTEREST-BASED BARGAINING

William Dwyer, Former PSEG Labor Relations Manager, (current) Rutgers Instructor

Friday, Jan 26, 2024

Mutual gains for all concerned in bargaining and grievance handling by identifying interests, exploring options and reaching win-win agreements through a tried and true joint problem-solving process.

STRATEGIC GRIEVANCE HANDLING & CONTRACT ENFORCEMENT

William Dwyer, Former PSEG Labor Relations Manager, (current) Rutgers Instructor

Friday, Feb. 23, 2024

This class explores valuable methods and techniques to help ensure that negotiated contracts are successfully enforced and the hard-won gains at the bargaining table are honored and sustained.

GRIEVANCE ARBITRATION I

Joan Parker, Ph.D., Cornell School of Industrial and Labor Relations

Thursday, Mar. 21, 2024

Major subjects discussed, preparing for arbitration, the hearing, presenting a case, standards for just cause, evidence, criteria for contract interpretation, remedies, the decision, and different systems.

GRIEVANCE ARBITRATION II

Joan Parker, Ph.D., Cornell School of Industrial and Labor Relations

Thursday, Apr. 11, 2024

This sequence of two courses is designed to increase the practitioner's skills in preparing and presenting grievance arbitration cases. Students must complete the first in order to take the second.

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Mailing Address:

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