



Cornell University  
ILR School  
Labor Programs

## Cornell University ILR – CUNY Murphy Institute Certificate in Labor Relations

### About the Program:

The Cornell ILR – CUNY Murphy Institute **Certificate in Labor Relations** is a 16-credit undergraduate certificate that provides NYC area union members, officers and staff with practical knowledge, skills and resources needed to be an effective practitioner in the field of labor and industrial relations. The certificate also provides participants with a comprehensive examination of the changing nature of work, the impact of government policies, and the role of the labor movement in the social, economic and political development of modern society.

### Admissions

Classes are open to any motivated student interested in learning more about the labor movement and unionism. High school transcripts/records or proof of GED are required for admissions.

### Course of Study

To earn the Certificate in Labor Relations students must complete four 4-credit courses (or 16 credits), at least one in each of three major areas. Students can then select an elective course that is a more advanced exploration of one of the three required areas of study. One class must be completed in each of the following area of study:

- Labor and Employment Law
- Collective Bargaining
- Unions and Labor Relations
- Elective chosen from one of the following areas\* (Arbitration, Public Sector Labor Law, Labor History, Union Leadership)

*\*represents a selection of elective course offerings*

### The Faculty

Faculty members, representing both CUNY and Cornell University in the Certificate program, are nationally renowned labor educators. Many of the faculty members have backgrounds as organizers, legal practitioners, researchers and leaders in the labor movement.

### Academic Support

Every student will have the opportunity to meet with an academic counselor at least once every semester to discuss courses and other issues. Assistance in writing and study skills is also available. Students will also have access to the CUNY library system and on-site computers.

### Tuition/Fees and Books

Tuition is \$215.00 per credit, or \$860.00 per course. There is a one-time admission fee of \$70.00 to be enrolled in the program (this fee is waived for continuing Cornell Labor Studies students), as well as a \$15.00 student activity fee and a \$50.00 technology fee each term. A limited number of partial scholarships are awarded to qualifying students each term. For more information call (212) 340-2847. Many unions/employers offer scholarships or tuition reimbursement to their members. Check with your local union or employer.

### Evenings Schedule

Classes are held weekday evenings from 6:00 – 9:20 p.m. Each course meets once a week for 15-week semester.

### Degree Options

Students who earn the certificate are eligible for admittance to the Labor Studies BA program at the CUNY Murphy Institute Center for Worker Education (on 43<sup>rd</sup> Street) or the BA in Labor Studies at the National Labor College program. Students who currently hold a BA may be interested in the Master's Degree in Labor Studies at the CUNY Murphy Institute Center for Worker Education.

### Location

Classes meet at the Cornell Conference Center, 16 East 34<sup>th</sup> Street, 6<sup>th</sup> floor between 5<sup>th</sup> and Madison in Manhattan. The Conference Center is convenient to Penn Station, Grand Central and most subways (F, B, D, W, Q, N, R, 6) and express bus lines.

**SPRING 2012 COURSE OFFERINGS:  
CLASSES BEGIN FRIDAY, JANUARY 27<sup>TH</sup>, 2012**

**Labor History (Mondays)**

**Instructor: Brendan Cooper**

This course will examine working class life within the larger framework of U.S. history, with specific regard to class formation, industrial development, immigration, and major development of organized labor movement. Students in the course will explore the relationship of workers to unions, formal and informal economics, race, gender, technology, the American state, cultural, political and social movements. Emphasis will be placed on the issues that gave birth to the labor movement, the development of working class consciousness.

**Arbitration (Tuesdays)**

**Instructor: Josh Bienstock, Esq.**

Through this course, students will develop the knowledge, skills and confidence to promote productive, efficient, and successful handling of contractual grievance. Emphasis will be placed on the principles that arbitrators have developed and applied to resolve disputes involving provisions commonly found in contracts. Key topics include: discipline and discharge, seniority rights, subcontracting and work preservation disputes, wage and benefit issues, and the role of past practice. Through in-class discussions, mock exercises and readings of actual legal decisions on employment relationships, students will develop an appreciation for the process and scope of labor arbitration.

**Contract Administration (Tuesdays)**

**Instructor: Claudia Shacter-deChabert**

The contract lies at the center of day-to-day union practices. But how is it interpreted and enforced? How can stewards and rank and file members ensure that the contract is honored and not circumvented? This course explores the history of contract-based unionism, the advantages and disadvantages for unions, and alternative approaches. This course will focus on: understanding the role of the contract within the union and the workplace, examining the collective bargaining process, effective grievance handling, understanding arbitration, and developing leadership and communication skills.

**History of Public Sector Workers in America (Wednesdays- offered to DC 37)**

**Instructor: Gene Carroll**

While often marginalized by labor historians, public sector workers and their organizations have played a vital role in the development of the state, economy and society of the United States. Today, public sector workers account for 40% of the unionized workforce in the US, outpacing the private sector by almost two-to-one. This course will examine the history and development of labor and unions in the public sector.

**Contemporary Labor Issues (Wednesdays)**

**Instructor: Ed Ott**

This course will examine the social, economic, political, and organizational issues confronting the U.S. labor movement today. As an ever-changing economy and political climate impact workers and the labor movement, unions face challenges that require changes in the visionary, structural, functional, and strategic aspects of their organizations. Students will study how the external environment-globalization, shifts in the economy, employer resistance, political and legal obstacles – have shaped the current state of the union movement in general and impacted union density, economic power, and political influence in particular.

**Issues in Organizing (Thursdays)**

**Instructor: Stephanie Luce**

This course examines the development of theory and practice in labor organizing as it has emerged over the course of a century. It addresses organizing both in the public and private sector, through certification elections, recognition actions and alternative methods of organizing. Students discuss the determinants of successful organizing campaigns, including targeting, tactics, and styles of organizing. The subject of organizing is studied in a historical, social, and political context, allowing students to analyze the evolutions of an organizing mission and the emergence of various strategic initiatives over time. Students review differing theories of organizing and analyze worker attitudes as well as employer strategies and tactics. In addition, students examine the body of law that regulates labor organizing in the US and consider methods of organizing outside the parameters of existing labor law. Students also examine union infrastructures administrative practices that affect how campaigns are financed and staffed.

**Cornell ILR – CUNY Murphy Institute**  
**LABOR RELATIONS CERTIFICATE**  
**Pre-Registration form**

*To register for the Spring 2012 term, please fill out the form below. Tuition is \$215.00 per credit, or \$860 per 4.-credit course.*

Name (first, Middle, Last) \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone (work) \_\_\_\_\_ (home) \_\_\_\_\_ (cell) \_\_\_\_\_

Email \_\_\_\_\_

Social Security Number \_\_\_\_\_ Date of Birth \_\_\_\_\_

**Signature of Registrant** \_\_\_\_\_

Union \_\_\_\_\_ Local # \_\_\_\_\_

Union Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_

Self-Payer: yes \_\_\_\_\_ no \_\_\_\_\_

*Fill out the following section ONLY if a third party is to be billed directly.*

Contact Person \_\_\_\_\_

Telephone \_\_\_\_\_

Authorized signature \_\_\_\_\_

*The Spring 2012 term begins Friday, January 27<sup>th</sup>*

**Check appropriate course(s) for enrollment:**

	<b>Labor History</b>	6:00 – 9:20 p.m.	<i>Mondays (15 weeks)</i>
	<b>Arbitration</b>	6:00 – 9:20 p.m.	<i>Tuesdays (15 weeks)</i>
	<b>Contract Administration</b>	6:00 – 9:20 p.m.	<i>Tuesdays (15 weeks)</i>
	<b>History of Public Sector Workers in America (DC-37 only)</b>	6:00 – 9:20 p.m.	<i>Wednesdays (15 weeks)</i>
	<b>Contemporary Labor Issues</b>	6:00 – 9:20 p.m.	<i>Wednesdays (15 weeks)</i>
	<b>Issues in Organizing</b>	6:00 – 9:20 p.m.	<i>Thursdays (15 weeks)</i>