

LOCAL GOVERNMENT IN CONNECTICUT, 3RD EDITION

Instructor's Guide

Chapter 7

Class Discussion

1. What is a Union? Why do we have Unions?
2. What are the three major pieces of legislation effecting public employees and their employers in Connecticut?
3. What are negotiation, mediation and arbitration?
4. What are some of the major issues between public employees and the municipalities of the state and the State of Connecticut itself?

Class Assignments

1. What collective bargaining union represents the teachers in your school?
2. How is the President of your teacher's collective bargaining union selected?
3. What other collective bargaining unions are in your municipality?
4. What happened when the last contract agreement between the teacher's collective bargaining union and the Board of Education was negotiated in your town/city?
5. What is a "right-to-work" state?
6. Where are labor relations activities and responsibilities outlined in Connecticut?
7. What is meant by the term "bargaining in good faith"? What is a grievance?
8. What percentage of the municipal budget of your town is subject to the collective bargaining process?

Field Trips- Other Ideas

- Invite the President of a local bargaining unit to speak to a class about how they perceive the role of unions in the work place. What are the issues they deal with, what types of grievances occur and how are they resolved.
- Invite the employer representative to the class and ask the same questions.
- Invite a State mediator to class and have them outline the most difficult issues they have had to deal with between employer and employees.
- Divide the class into groups of twos, representing the employer and representing the employees and provide each group of two with an issue that they can debate. Have them select a bargaining committee representing the employees and one representing the employer. Have them set "ground rules" as to how the negotiating process should take place. If they can't reach agreement, have students assume the role of State appointed mediators to try and work out a compromise. Have the respective employer/employee groups caucus. Create an arbitration panel and have presentations made before the arbitration panel. Have the arbitration panel make a decision and tell why they made the decision.
- Get a copy of a collective bargaining agreement and make copies for the class. Have them analyze the agreement and explain what the various provisions are for.