

PAD 390

Labor Relations in the Urban Mass Transit Industry

Course Overview

The course will cover various aspects of labor relations in the urban mass transportation industry. We will discuss and analyze the following areas of study: Legal, regulatory and contractual requirements and imperatives; labor and management relations; the public stake in mass transit; impact of arbitration system; labor contract enforcement; disciplinary procedures; job safety and health with accompanying social insurance issue; and, contract negotiations every three years at during the life of the contract. The course will also discuss the influence of the riding public and elected officials on the life of the internal participants.

Instructional Materials

The course will have 15 sessions. There will not be one text. Special resource materials will be utilized:
New York State Department of Labor Policy Papers;
New York City Transit/MTA “Policy Instructions”;
Transport Workers Union, Local 100, Instructions to Officers and Staff;

Course Requirements

There will be mid-term and final examination. Dates to be announced.

In addition, each student must decide on an “area of interest” project/paper that each will develop over the time of the course. This will be in consultation with the instructor.

Grading

The students final grade will be determined between class participation, exams and student project/paper.

Course Outline

Session #1 Introduction: Students discuss their views of labor relations and what can be done to improve them. Selection of class project begins with project title determination.

Session #2 Continuation of Session #1: This session will continue the process of labor relations identification of problem areas. And, final determination of area-of-interest project will take place.

Session #3 Urban Mass Transit: This session will discuss urban mass transportation as distinct from AMTRACK; Airline Travel; Steamship travel, etc. Issues of technology will be introduced.

Session #4 The MTA [Metropolitan Transportation Authority]: The Structure of the MTA and its agencies [New York City Transit; Long Island Railroad, Long Island Bus, Metro-North Railroad and Capitol Program] will be discussed. The selection, structure and activities of the MTA Board will be analyzed and discussed.

Session #5 New York State Laws & Regulations: The New York State Department of Labor; The Public Employee Review Board; Other State Agencies, i.e., Public Employee Safety and Health Division; Mediation and Conciliation Department--all will be discussed. Role of Governor and New York State Legislature will be discussed

Session #6 Employer and Labor Unions' Rights, Responsibility and Legal Parameters: The responsibilities of the employer and role of labor unions in urban mass transportation will be discussed.

Session #7 Contract Enforcement: Successful examples of joint labor and management cooperation will be discussed. For example, the Safety Rule Dispute Resolution & Walkaround Inspection processes and the Daily Injury Reports will be discussed. Arbitration resolutions will be discussed.

Session #8 Employee Discipline Methods: The NYCT/MT discipline system will be discussed in terms of improving its effectiveness.

Session #9 Workers' Compensation, Disability, Health Benefits and Pensions: The interconnections between these social insurance systems will be dissected and discussed.

Session #11 Worker Health & Safety in Urban Mass Transit: Urban mass transportation is an example on industrial work in a city setting. Job risks and hazards are relatively unique from other public sector workers. This session will dissect and discuss effective resolution of hazards, their containment and prevention.

Session #12 Workplace Discrimination: Discrimination in the workplace continues to be a problem in most workplaces. The large number of employers in the MTA system warrants special attention to attain great implementation of laws and regulations to maximize fairness in hiring and promotional opportunities.

Sessions #13-14 Student Papers: Students will present their class projects and field questions from other students.