



Municipal Law Diplomate Series

Course 3: Legal Aspects of Municipal Labor Relations

Invest in your career & become a member of this prestigious community of local government law attorneys.

An outstanding series of seminars that can be taken individually or as a group to qualify for the NJ Institute of Local Government Attorneys' Diplomate Certificate.

The Diplomate in Municipal Law is a voluntary educational program leading to issuance of a Diplomate in New Jersey Municipal Law certificate by the New Jersey Institute of Local Government Attorneys (NJILGA).

How it works:

This Series is comprised of 6 separate courses. Each course has 3-4 sessions within the course. Each course topic provides twelve to sixteen hours of classroom instruction in 3 or 4 separate four hour sessions.

- You can earn CLE credit for an individual session.
- Take each of the sessions that comprise one course topic for 12-16 hours of CLE credit.
- Take all 6 courses adding up to 85 hours of CLE.

Completion all 6 courses and satisfactory completion of the take-home exam administered at the end of each of the six courses qualifies you to receive the Diplomate Certificate from the ILGA.



Series Speakers:

Lawrence Henderson, Esq.
Former Chairman of NJ PERC

Brian W. Kronick, Esq.
Genova Burns (Camden)

Nicholas J. Repici, Esq.
Genova Burns (Camden)



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Register for Individual Programs ... or All 3!

Session 1:
Practice and Procedure before the Public Employment Relations Commission
Tues., June 8, 2010 - 9:00 AM to 1:00 PM - NJ Law Center, New Brunswick/S964-21604

Session 2:
Representation Procedures and Unfair Practice Charge Proceedings
Tues., June 15, 2010 - 9:00 AM to 1:00 PM - NJ Law Center, New Brunswick/S964-21605

Session 3:
Getting to Yes: The Negotiation Process in Public Employment
Tues., June 22, 2010 - 9:00 AM to 1:00 PM - NJ Law Center, New Brunswick/S964-21606

Cancellation Policy: If you cannot attend, please notify NJICLE in writing up to 24 hours before the program to be eligible for a refund (less \$20 processing fee) or, you can use your payment as credit towards another purchase within the next year.

Scholarship/Financial Hardship Policy: A limited number of scholarships are available for most NJICLE seminars. If you have a financial hardship and would like to request a scholarship, please write to the NJICLE Scholarship Committee at least three weeks before the session you would like to attend, explaining the basis of the hardship. This does not apply to Skills & Methods. You will be notified if your request is approved.

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Course 3: Legal Aspects of Municipal Labor Relations

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1 Practice and Procedure before the Public Employment Relations Commission

2 Representation Procedures and Unfair Practice Charge Proceedings

3 Getting to Yes: The Negotiation Process in Public Employment

**CLE
Credits**

**3 Sessions
9 hours towards
certification!**

See inside panels for credits for individual program



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SETON HALL UNIVERSITY



Municipal Law Diplomate Series - Course 3

Register for Individual Programs ... or All 3!

1 Session 1: Legal Aspects of Municipal Labor Relations Practice and Procedure before the Public Employment Relations Commission

*Presented in Cooperation with the New Jersey Institute
of Local Government Attorneys (NJILGA)*

Tues., June 8, 2010 - 9:00 AM to 1:00 PM
NJ Law Center, New Brunswick/S964-21604

If you represent a municipality that is acting in the capacity of an employer or sue or defend a public employee, you will find yourself practicing before the Public Employment Relations Commission (PERC). PERC deals with certain labor relations issues involving public employers, public employees and unions that represent public employees. Such issues include representation matters, the scope of negotiations, unfair practices, mediation, fact-finding and arbitration. This session will review the development of public sector legislation in New Jersey and will discuss the procedures that you must know in order to properly represent your client in a PERC proceeding.

Learn the perks of practicing before PERC, including:

- Rules and regulations of PERC and PERC Appeal Board
- Appeal Procedures to the Commission
- Interim relief applications
- Standard review of PERC decisions (representation, scope of negotiations, unfair practices)
- Enforcement and compliance proceedings
- Examination of pertinent court rules0

CREDITS:

CT: 4.5 pending
 NJG: 4.5 pending
 NYP (t & n/t): 4.5
 PAS: 3.5 (\$16 fee) pending

2 Session 2: Legal Aspects of Municipal Labor Relations Representation Procedures and Unfair Practice Charge Proceedings

*Presented in Cooperation with the New Jersey Institute
of Local Government Attorneys (NJILGA)*

Tues., June 15, 2010 - 9:00 AM to 1:00 PM
NJ Law Center, New Brunswick/S964-21605

All public employees are not the same! This seminar will elucidate the categories of public employees and help you understand how to represent or negotiate with each. Then, our experts will discuss unfair practice charge proceedings. What are protected activities? How should an attorney handle unilateral changes in terms and conditions of employment?

This will be three hours packed with information that you won't want to miss, including:

- Categories of public employees (supervisors, professionals, crafts, police/non-police and more)
- Determination of the appropriate negotiating units
- Exclusivity and minority representation
- A discussion of protected activities
- Administrative decision-making and anti-union animus
- Duty to negotiate in good faith
- Unilateral changes in terms and conditions of employment

CREDITS:

NJG: 3.5 pending
 NJE: 1.0 pending
 NYP (t & n/t): 3.5
 NYE (t & n/t): 1.0
 PAS: 2.5 (\$16 fee) pending
 PAE: 1.0 pending

3 Session 3: Legal Aspects of Municipal Labor Relations Getting to Yes: The Negotiation Process in Public Employment

*Presented in Cooperation with the New Jersey Institute
of Local Government Attorneys (NJILGA)*

Tues., June 22, 2010 - 9:00 AM to 1:00 PM
NJ Law Center, New Brunswick/S964-21606

The most difficult, most controversial and most frequently litigated area of our public sector labor relations law deals with defining the scope of negotiations -- that is, what subjects must be negotiated, what subjects may be negotiated, and what subjects cannot be negotiated. Private sector bargaining and public sector negotiations are vastly different.

This seminar will address the scope of negotiations in public employment, the negotiations process and will discuss the compulsory interest arbitration in police and fire negotiations in grievance arbitration.

Topics include:

- Statutory prohibitions and mandates;
- Mandatory, permissive and illegal subjects;
- The "three-part test;"
- Development of a negotiations strategy;
- Closure or declaration of impasse;
- Intervention by mediation and effective use of the process;
- The strike as a factor in negotiations;
- Compulsory arbitration of police and fire disputes;
- Types of terminal procedures and their use;
- Presentation of evidence and statutory criteria;
- Disciplinary review standards
...and more

CREDITS:

CT: 4.5 pending
 NJG: 4.5 pending
 NYP (t & n/t): 4.5
 PAS: 3.5 (\$16 fee) pending

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3 Course 3: Legal Aspects of Municipal Labor Relations



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Practice and Procedure before the Public Employment Relations Commission

Tues., June 8, 2010 - 9:00 AM to 1:00 PM
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- General Tuition \$179 REG
 NJICLE Season Tickets 1 Ticket STX

Session 2:

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Tues., June 15, 2010 - 9:00 AM to 1:00 PM
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 NJICLE Season Tickets 1 Ticket STX

Session 3:

Getting to Yes: The Negotiation Process in Public Employment

Tues., June 22, 2010 - 9:00 AM to 1:00 PM
NJ Law Center, New Brunswick/S964-21606

- General Tuition \$179 REG
 NJICLE Season Tickets 1 Ticket STX

Register for the Entire Series!

- All 3 Sessions \$399 DUO
 NJICLE Season Tickets 3 Tickets STX

Tuition includes refreshments and seminar materials.

DOOR REGISTRATION (individual sessions): \$199

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