

# Certificate Courses in Labor Studies

## University of Illinois Labor Education Program

The Labor Education Program offers two certificate program:

### Basic Certificate in Labor Studies

### Advanced Certificate in Labor Studies

We welcome local union leaders, new union members, activists, rank and file, and all other workers who want to learn about the labor movement.

Students who complete a sequence of any four classes will receive a Basic Certificate in Labor Studies from the University of Illinois Labor Education Program. Students who complete all six classes will receive an Advanced Certificate in Labor Studies. Classes meet five times, once a week, during the daytime or in the evenings. See the reverse page for the current course schedule.

All classes may be held onsite in our Chicago classroom or at your location.

For more information please contact (312) 996-2127 or [illinoislabored@illinois.edu](mailto:illinoislabored@illinois.edu)



**LABOR EDUCATION PROGRAM**

School of Labor and Employment Relations

[www.illinoislabored.org](http://www.illinoislabored.org)



# Certificate Courses in Labor Studies: Fall—Spring 2011-2012



## September 6, 2011-October 4, 2011: Steward Training

This class will discuss how to investigate, screen, write, and negotiate a grievance; the seven principles of just cause; the law including the legal right of union stewards, unfair labor practices, and the duty of fair representation; and past practice grievances. The class will discuss several common grievance areas, and we will practice resolving grievances.



## October 11, 2011—November 8, 2011: Labor History

What does the history of the U.S. look like when viewed from the point of view of those who built the country? The class reviews working class and labor history since the Civil War, but focuses (with films) on some key labor struggles such as the 1894 Pullman Strike; organizing in the mine and textile industries; the rise of the CIO and the autoworker sit-down strikes; the impact of McCarthyism on the labor movement; and the expansion of public sector unionization (1968 Memphis Sanitation Strike and the 1970 Postal Workers Strike).



## November 15, 2011-December 13, 2011: Labor Under Attack and the Fight Back

In recent years, twenty states have introduced bills to restrict or eliminate the right of workers to collectively bargain; seven states have introduced bills to cut wages by rolling back prevailing wage laws; and fourteen states have introduced bills to institute right-to-work-for-less laws including a bill in Missouri that would roll back prohibitions on the use of child labor, including eliminating the prohibition of children under fourteen. In this “new Gilded Age,” we are witnessing a historic frontal assault on worker rights. This class will offer an overview of the current economic, legislative, and political climates; case studies about how workers are organizing and fighting back; and an opportunity to analyze and discuss where we go from here.



## January 11, 2012-February 8, 2012: Labor Law

This class outlines the legal framework of United States labor and employment law from the point of view of a union member or leader who needs to use the protections they provide in the course of representation. This class will examine the most common issues that bring unions before the various public and private sector labor boards in the areas of representation, bargaining, organizing and decertification, and duty of fair representation. Class will also discuss methods for avoiding the board(s) in these situations.

## February 15, 2012 -March 14, 2012: Collective Bargaining

This class looks at the process of bargaining from the date when legal notices must be submitted through the expiration of the contract and settlement or, if necessary, some other deadline option. Using a role-play format, students learn to analyze a contract, develop a bargaining proposal, practice good table behavior, negotiate, caucus, keep records, and write appropriate contract language.



## March 21, 2012-April 18, 2012: Internal Organizing and Mobilization

The course covers skills and theoretical analyses that are applicable for community, student, or social movement organizers.