Public Policies on Work and Pay
PA 5431 / HRIR 5655
Spring Semester 2015

Professor Morris M. Kleiner
260 HHH Center
Office Phone: 612-625-2089
E-mail: kleiner@umn.edu

Tuesday 6:00-8:45 PM
Classroom: L-126 Carlson School
Office Hours: Tuesday 3:00 p.m.-4:30 p.m.
Other times by appointment

*Syllabus and other course materials are available on the Public Policies on Work and Pay Moodle website. Further details will be announced in class

Welcome to Public Policies on Work and Pay!

The purpose of this course is to examine and analyze how public policies affecting the employment relationship can be developed and evaluated. The major methods of analysis used are cost/benefit techniques and economic methods. Lessons from other countries are integrated throughout the course. The latter part of the course is devoted to the issue of who should govern the workplace, with a special emphasis on proposals for potential changes in U.S. public policy on labor and industrial relations in both the public and private sector.

Course Goals: The key goals for this course are to develop an understanding of:

- the role of public policies in the employment relationship
- the impact of government on key elements of work in the U.S. and elsewhere
- what might be the impact of changes in current laws and policies

Grading and Due Dates:
Class Participation and homework ........................................... 10%
In class exam—March 31st ......................................................... 40%
Class Debates on a Labor Policy topic ...................................... 20%
Essay/Exam on Workplace Governance -- May 12th, 2015 ........ 30%
Classroom Expectations (From the HRIR guidelines):

**Honesty.** Do your own work. Plagiarizing from other students, books and journals, the internet, and other sources is a serious offense and is not acceptable. Be sure to fully cite your work. Make honest contributions to your group projects (do not be a free rider).

**Preparation.** Come to class prepared to listen, learn, and participate. Attend group meetings and be prepared to make meaningful contributions and to help other group members make contributions.

**Politeness.** Ask questions and contribute to class discussions in a positive, inclusive, and respectful manner. Respond to dissenting views with respect and reason.

**Attentiveness.** Turn off and do not answer your cell phone. Laptop computers are welcome for class-related purposes such as note taking. Other activities are inappropriate. Limit individual conversations and other distractions to break times. Focus on the tasks at hand during group meetings.

**Timeliness.** Complete assignments on time. Be on time for group meetings and for class. Unforeseen events occur and students have multiple demands on their time. If you must arrive late or leave early, do so without walking in front of any speakers. Provide advance notice to the professor whenever possible. Try to reserve the seats by the door for those who must arrive late or leave early.

**Required Texts:**


Stages of Occupational Regulation: Analysis of Case Studies, Morris M. Kleiner, (Upjohn Institute for Employment Research, Kalamazoo, Mi. 2013). (Professor Kleiner receives no financial benefits from the sale of this book).


Other texts or papers are available “on-line”

Report and Recommendations, Commission on the Future of Worker-Management Relations.
Future Directions for Labor Policy Essay:
A take-home essay is required of no longer than five pages, on the policy implications of the “Findings of the Presidential Commission on the Future of Worker Management Relations”, and the proposed Employee Free Choice Act (2007). More specifics will be announced later in the semester.

Policy Debate Topics:

1) What is the appropriate back-pay for past gender discrimination?

2) How do you get managers to comply with labor policies?

3) Discrimination versus Safety at a U.S. Airline

4) Should Harvard Pay a “Living Wage”?

Introduction and Techniques for Examining Public Policies on Labor Issues

Labor Policy Issues

Weeks 1 and 2 - January 20 and 27
Historical Conditions of Employees, the Labor Force and the Supply of Labor

Film “A Job at Ford”- A Case Study of the Conditions of the Employment Relationship prior to the Depression


* Filer, Hamermesh, and Rees (F., H., and R.), Chapters 1 and 2
Methods of Analyzing Public Policies on Work and Pay

**Weeks 3 and 4** – February 3 and February 10  
**Implications of Human Capital Concepts for Public Policies**


*F., H., and R., Chapter 3.

**Weeks 5 and 6** - February 17 and 24  
**Labor Demand: Applications to Policy Analysis**


**Case 1** -“Maximizing Shareholder Value at Robber Barron Inc.” February 25th

**Government Policies Toward Institutions and Individuals**

**Weeks 7 and 8** – March 3 and March 10  
**Government Regulation in the Labor Market and The Logic of Regulatory Intervention**

“Occupational Regulation of Child Care Services” and “Of Life, Limbs, and Licensing: Electricians and Plumbers”, in *Stages of Occupational Regulation*, M. Kleiner. Upjohn Institute for Employment
Research, 2013, Chapters 4 and 5.


*F., H., and R., Chapter 15 (Income Inequality).

March 4th: Case 2: How does government get managers to comply with labor policies?

Weeks 9 and 10 – March 24th The Regulation of Wages and Policies on Discrimination

GUIDE, pp. 26-34.


GUIDE, pp. 2-18.


March 24th: Case 3 “Potential Discrimination and Its Impact on the Firm and Society

Week 10 – March 31st

Exam
**Week 11 - April 7th**

**Health and Safety—Mind Exercise**

*GUIDE*, pp. 69-83.


**Weeks 12 and 13 - April 14 and 21**

**Collective Bargaining and Public Policy**


* F., H., and R., Chapters 11 and 12.

**April 22nd Case 4: “Adopting a Living Wage at Harvard”**

**Week 14 and 15 – April 28 and May 5**

**Employee Representation: Public and Private Sectors**


**Week 16** - May 12th, 2015 by 6:00 p.m.

Essay Due on Workplace Governance