

COLLECTIVE BARGAINING

Fall 2018

Labor Studies 314
Tuesday 5:35 p.m. – 8:30 p.m.

Rm. Labor Center Auditorium

Instructor: Rosemarie Cipparulo, Esq.
Office Hours: After Class or by
Appointment
E-mail: Rosecip@smlr.rutgers.edu

Course Description: This course will explore and analyze the environment, participants, process, outcomes and impacts of collective bargaining. Students are expected to complete the assigned reading prior to class meetings and be prepared to discuss the material. To facilitate the learning experience, the class will combine small group and class discussions, lectures and exercises. Additionally, students will participate in a mock contract negotiation.

Readings: All readings will be available on Sakai. The reading **MUST** be done prior to class.

Warning: Cheating will not be tolerated. Anyone caught cheating will automatically fail. The success of this class depends on your attendance and participation. If there is a problem occurring in your life which prevents you from coming to class or keeping up with assignments, you should tell me. Every effort will be made to accommodate any problems needing accommodation. However, do not wait until after performing poorly on the mid-term or failing the course to bring such matters to my attention.

Grading: Grades will be computed as follows:

25% Mid-Term Exam

50% Mock Bargaining Exercise

5% Bargaining Journal

10% Attendance and Preparation (preparation includes participation and ability to discuss the readings in a knowledgeable manner)

5% Individual Presentation: Current Labor or Collective Bargaining Issues

Date

September 4

Subject and Assignment

Class overview; Administrative Matters; Economic Policy Institute Fact Sheet; Introduction: Historical Background: K & K Chapter 1; K & K Chapter 2

September 11

The Legal Environment: K & K Chapter 3; The Role of the Environment; Bargaining Power: K & K Chapter 4; Colosi & Berkeley, The Battle;

- September 18 Abrams and Nolan, The Meaning of Just Cause; Kate Bronfenbrenner, No Holds Barred (2009); Film Final Offer
- September 25 Panel Discussion – MMA fighters and their fight to organize. Zachary Tomlin, Developments in NLRA Policy Provide UFC Athletes New Pathways to Representation; Genevieve F.E. Birren and Tyler J. Schmitt, Mixed Martial Artists: Challenges to Unionization, 28 Marq. Sports L. Rev. 85 (2017)
- October 2 Permanent Striker Replacement - N.L.R.B v. Mackay Radio & Telegraph; Colosi and Berkeley, Sections 14 & 15; Film American Dream
- October 9 Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6;
- October 16 Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8; Exam Review
- October 23 Mid-Term Exam
- The second half of this semester is devoted to collective bargaining. Bargaining is to be completed and the contracts and bargaining journals must be handed in by the end of the November 27 class. It will be necessary to schedule out of class bargaining sessions to assure the bargaining assignment is completed on time. All bargaining groups MUST PRESENT their contracts to the class on December 4. Each member of any group that cannot agree to the terms of a contract must submit a 10 page paper describing the negotiation breakdown and the reasons why they could not come to an agreement. The paper will be due on December 4, 2018.**
- October 30 Colosi & Berkeley, The Table Process Examined; Initial Bargaining Group Meetings; Develop Bargaining Proposals

November 6	Bargaining - Grievance Procedure, Hours of Work (including Overtime) Preamble, Union Recognition and Union Rights, Nondiscrimination, Union Security and Union Dues
November 13	Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices, Vacation, Sick and Personal Leave; Holidays
November 20	No Class – Thursday Classes on this day.
November 27	Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.
December 4	Contract Review and Grades