

RUTGERS

Labor Studies and Employment Relations Department
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LABOR RELATIONS IN PROFESSIONAL SPORTS

37:575:310:03 FALL 2019

Professor Leonard C. Schiro, Esq. Thursdays 7:15-10:05 pm
Labor Relations Building Auditorium
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COURSE DESCRIPTION: Reports of touchdowns, home runs, and overtime goals by professional sports heroes are often overshadowed by stories of strikes, lockouts, and mass resignations. Some of the highest paid employees in American society and their wealthy employers have created a system of labor relations that has failed, as often as it has worked, in serving as a mechanism to collectively establish wages and working conditions. This course will examine this high stakes, high profile adventure in labor-management relations, and assess the impact of professional sports on fans, the public interest, and the economy. Particular emphasis will be focused on negotiation techniques and strategy.

COURSE READINGS : Assigned readings will be available on-line, from class handouts and available on SAKAI.RUTGERS.EDU

TEXT BOOKS DO NOT HAVE TO BE PURCHASED.

Playing For Dollars: Labor Relations and the Sports Business, Staudohar, Paul D, Cornell University Press, 1996. (Not required to be purchased)

Legal Bases, Baseball and the Law, Abrams, Roger I, Temple University Press (Not required to be purchased)

Effective Legal Negotiation & Settlement, 6th Ed., Charles B. Craver (Not required to be purchased)

COURSE REQUIREMENTS : 1) mid-term exam, 2) final exam, 3) class participation, projects (2) and attendance. Each requirement will count for 33% of a student's final grade. Exceptional class participation may result in a half grade boost for your final grade. Unexcused absences may subject students to grades being lowered.

COURSE SCHEDULE

- Sept. 5 Introductions & Course Overview
- Sept. 12 Labor Relations in the U.S.

Reading: Taylor & Witney, *Labor Relations Law "Development of Labor Relations Law"*
- Sept. 19 History of Unionization in Professional Sports

Reading: *Legal Bases, Baseball and the Law*, Ch. 1 and 2
- Sept. 26 Reading: *Legal Bases, Baseball and the Law*, Ch 3 Antitrust

Class Project Assignment
DVD re: Curt Flood
- Oct. 3 Reading: *Labor Relations in Professional Sports*, Ch. 4 pp 98-112

Collective Bargaining in Pro Sports
Labor Relations in Baseball
Reading: *Legal Bases, Baseball and the Law*, Ch. 4
Labor Relations in Baseball (con't)
Salary Arbitration – Free Agency
Reading: *The Money Pitch*, Ch. 7 and 8
Reading: *Professional Sports: Collective Bargaining In the Spotlight*, Collective Bargaining in the Spotlight
- Oct. 10 MID-TERM EXAMINATION
- Oct. 17 Reading: *Labor Arbitration and the End of the Reserve System*, Ch. 6
pp 115-133 Freeman McNeil Case
- Oct. 24 Review Collective Bargaining Agreements Major League Players
Assoc. and NFL Players' Assoc.
Discuss Discipline of players
- Oct. 31 Labor Relations in Professional Football Reading: "*Football*",
Playing for Dollars, p. 57-93

Nov. 7	CLASS PROJECTS DUE, Presentations made before class.
Nov. 14	Labor Relations in Professional Basketball Reading: " <i>Basketball</i> ", <i>Playing for Dollars</i> , p. 94-132
Nov. 21	Labor Relations in Professional Hockey Reading: " <i>Hockey</i> ", <i>Playing for Dollars</i> , p.133-166
Nov. 26	Role of Player Agents Reading: To be assigned
Dec. 5	FINAL EXAM

COURSE PROJECTS: The class will be divided into groups. The number of students in each group will be between 2 and 5.

Project 1: In groups of 2, students groups will either be a team or player in a baseball salary arbitration. Grades will be based on research and presentation.

Project 2: Groups will then be assigned to act as an NFL agent or NFL team and negotiate a player contract. Negotiation style and tactics will be graded, as well as a synopsis of the contract. The synopsis will include a presentation to the class which will simulate a presentation to either the player or the NFL owner, explaining the contract. It should include comparisons of similar players, drafts and factor in individual needs or weaknesses for justification of the contract. The groups will also be required to submit a written summation outlining positions, backup data, etc. Groups will be selected for negotiations in front of the class.