

## **RUTGERS - THE STATE UNIVERSITY OF NEW JERSEY**

Labor Studies and Employment Relations Department  
School of Management and Labor Relations • 50 Labor Center Way  
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### **LABOR RELATIONS IN PROFESSIONAL SPORTS**

**37:575:310:01 Spring 2023**

**Professor Leonard C. Schiro, Esq. Mondays, 5:40- 8:40 pm**

**Foran Hall, 138A**

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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 online and available through canvas.

#### 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)

*Gain the Edge! Negotiating To Get What You Want*. Latz, Martin E. Griffin; First Edition, December 27, 2005. (Not required to be purchased)

*Effective Legal Negotiation & Settlement, 6<sup>th</sup> 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

Jan 23     Introductions & Course Overview

Jan 30     Labor Relations in the U.S.

Reading: Taylor & Witney, *Labor Relations Law "Development of Labor Relations Law"*

Feb 6     History of Unionization in Professional Sports

Reading: *Legal Bases, Baseball and the Law*, Ch. 1 and 2

Feb 13     Reading: *Legal Bases, Baseball and the Law*, Ch 3 Antitrust

Class Project Assignment

DVD re: Curt Flood

Feb 20     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

Feb 27 MID-TERM EXAMINATION

Mar 6 Reading: *Labor Arbitration and the End of the Reserve System*, Ch. 6 pp 115-133 Freeman McNeil Case

Mar 11 SPRING BREAK

Mar 20 Review Collective Bargaining Agreements Major League Players Assoc. and NFL Players' Assoc.

Discuss Discipline of players

Mar 27 Labor Relations in Professional Football Reading: "Football", *Playing for Dollars*, p. 57-93

Apr 3 CLASS PROJECTS DUE, Presentations must be submitted before class.

Labor Relations in Professional Basketball  
Reading: "*Basketball*", *Playing for Dollars*, p. 94-132

Apr 10 Labor Relations in Professional Hockey  
Reading: "*Hockey*", *Playing for Dollars*, p.133-166

Apr 17 Role of Player Agents  
Reading: To be assigned

Apr 24 Final Exam Prep

TBD 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, student groups will either be a team or player in a baseball salary arbitration or NBA restricted free agent exercise. 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.