

## **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 2024**

**Professor Leonard C. Schiro, Esq.**

**Mondays, 5:40- 8:40 pm**

**Foran Hall, 138A**

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### COURSE DESCRIPTION:

Professional and college sports have been influenced and altered in all aspects of the game by relationships between the league and the various unions representing the players. Labor unions in the MLB, NFL, NBA, NHL, as well as the WNBA have created the economic and societal landscape that currently dictate modern professional sports. This class will provide a historical basis for understanding the ebbs and flows of salaries, player safety, equity, and competitiveness in professional sports and how that has influenced amateur sports including the NCAA. The class will also provide in-depth instruction and in class applications of negotiating techniques and strategies in both a collective (union) negotiation and individual (player) negotiations setting.

### GRADING:

1) mid-term exam – 33%

2) final exam- 33%

3) projects A and B-16.5 % Each

\* Exceptional class participation may result in a half grade boost for your final grade. Unexcused absences may subject students to grades being lowered.

### 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 SCHEDULE

- Jan 22 Introductions & Course Overview, Labor Relations in the U.S., Basics in Negotiation Techniques
- Jan 29 Creation of Professional Baseball, Advent of Reserve Clause and Effect  
Class exercises of negotiations with and without reserve clause  
Reading: *Legal Bases, Baseball and the Law*, Ch. 1 and 2  
(You are expected to read prior to the class and engage in the class based on the reading)
- Feb 5 In Depth Discussion Of Multiple Legal Actions To Reserve Clause In Professional Baseball And Football;  
Review Partial Documentary On Curt Flood And The Reserve Clause  
Reading: *Legal Bases, Baseball and the Law*, Ch 3 Antitrust  
Creation Of Free Agency In Baseball Through Collective Bargaining; Discussion Of Catfish Hunter And Oakland A's; Andy Messersmith And The Dodgers And Dave McNally and the expos; Creation Of Salary Arbitration In Baseball
- Feb 12 **Graded Project #1: Salary Arbitration; Assignment Of Player And Teams**  
**Each Student Will Be Assigned A Salary Arbitration As Either A Team Or Individual Player Seeking A Contract. The Exercise Requires Both Sides To Present A Salary Arbitration Case Before The Class The Following Week And Requires Strict Compliance With The Mandates Set Forth In The MLB Players Association Contract And MLB. This Will Count For**

**16.5% Of Your Grade. Each Presentation Will Be Done In Front of The Class And The Class Will Vote On Who Won The Arbitration. Winners Will Receive A Half Grade Boost And There Will Be No Grade Effect For Losing.**

- Feb 19 Presentations Of Salary Arbitrations
- Feb 29 History Of The NFL And Restrictions On Free Agency Including The Rozelle Rule, Plan B Free Agency, Strikes And Lockouts;  
Prep For Midterm
- Mar 4 Mid-Term Examination
- Mar 11 Spring Break NO CLASS
- Mar 18 History Of NBA And NHL; Review And Analyze Current Collective Bargaining Agreements And Review Transition Between Rookie Contract And Free Agency with Emphasis On Restricted Free Agency In NBA And Franchise Tags In NFL (MLB Is Salary Arbitration)  
  
Relevant Portions of the NBA Collective Bargaining Agreement and NFL Collective Bargaining Agreement. These readings will be done in class.
- Mar 25 Salary Caps In Professional Sports; Review And Analyze CBA For Salary Caps In NFL, NBA, NHL, And Luxury Tax In MLB  
  
Class Exercise On Calculating Salary Caps
- April 1 Assignment B - Students Will Be Assigned Either A Player Or A Team In Which They Will Have To Analyze In The Roll Of Either A Player Agent Of A General Manager The Needs Of Their Client, The Potential Financial Impact, The Value Of The Player/Players, And Attempt To Negotiate And Secure A Contract. Grades Shall Be Based On The Preparation And

Assessment As Well As The Negotiating Techniques Employed, And Effort As Measured By Quality Of Those Factors And The Amount Of Teams And Or Players With Which You Attempted To Secure A Final Contract. This Will Be Done With Either In NBA Or NFL Setting As Determined By The Professor.

- Apr 8 Additional discussions regarding salary caps and in class negotiations for Project B
- Apr 15 Presentations of Project B; Final Exam Prep
- April 22 Final Exam