

## COLLECTIVE BARGAINING

Spring 2018

Labor Studies 314:01  
Tuesday 5:30 p.m.- 8:40 p.m.  
Rm. Labor Center Auditorium137

Instructor: Rosemarie Cipparulo, Esq.  
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**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. Most of the readings will come from these two sources: “An Introduction to Collective Bargaining and Labor Relations,” 4<sup>th</sup> Ed., Harry Katz, Thomas Kochan and Alexander Colvin. Readings from this book will be referred to as K&K; “Collective Bargaining: How it Works and Why, 3<sup>rd</sup> Ed.,” Thomas Colosi and Arthur Berkely. Readings from this book will be referred to as “Colosi and Berkely.”

**Learning Objectives:** VI. Application – Demonstrate an understanding of how to apply knowledge necessary for effective work performance (Part of Knowledge Theory, Practice and Application). Knowledge of the role of labor unions and their role in collective bargaining, provides the foundation for employment relations professionals.

VII. Professional Development – Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations. Communication skills and professionalism are essential roles for union or management representatives.

**Warning:** Cheating will not be tolerated. Please see Rutgers University policy on Academic Integrity. 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.

**Statement on Academic Freedom:** Freedom to teach and freedom to learn are inseparable facets of academic freedom. This class will introduce an array of sometimes conflicting ideas and interpretations. All who partake in the course should feel encouraged to express their views in an open, civic forum. However, please remember that this is a Labor Studies course, not a Human Resources course. Therefore, the class will be taught from a Labor Movement perspective. Differing opinions and ideas are encouraged.

**Grading:** Grades will be computed as follows:

- 25% Mid Term Exam
- 50% Mock Bargaining Exercise
- 10% Bargaining Journal
- 15% Attendance and Participation

<b><u>Date</u></b>	<b><u>Subject and Assignment</u></b>
January 16	Class Overview; Administrative Matters
January 23	Introduction: K & K Chapter 1; Historical Background: K & K Chapter 2; Film: <u>Final Offer</u> ; Abrams and Nolan, <u>The Meaning of Just Cause</u>
January 30	The Legal Environment: K & K Chapter 3; The Role of the Environment; Bargaining Power: K & K Chapter 4; Colosi & Berkeley, <u>The Battle</u>
February 6	Permanent Striker Replacement - <u>N.L.R.B v. Mackay Radio &amp; Telegraph</u> ; Colosi and Berkeley, Sections 14 & 15; Film: <u>American Dream</u>
February 13	Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6; Colosi & Berkeley, <u>The Table Process Examined</u>
February 20	Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8
February 27	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 April 17 class. Bargaining Journals will also be handed in at the BEGINNING of each class during the bargaining exercise. It WILL be necessary to schedule out of class bargaining session/s to assure the assignment is completed on time. Each member of any group that cannot agree on 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 April 24, 2016.**

March 6	Review Mid-Term Exam; Initial Bargaining Group Meetings
March 13	No Class - Spring Break
March 20	Bargaining - Preamble, Union Recognition and Union Rights, Nondiscrimination, Union Security and Union Dues, Grievance Procedure, Hours of Work (including Overtime)
March 27	Bargaining - Vacation, Sick, Personal Leave; Holidays; Health and Safety
April 3	Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices
April 10	Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation
April 17	Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.
April 24	Contract Review and Grades