COLLECTIVE BARGAINING

Fall 2012

Labor Studies 314
Tuesday 5:30 p.m.- 8:40 p.m.
Rm. Labor Center Auditorium102
Instructor: Rosemarie Cipparulo, Esq.
Office Hours: After Class or by Appointment
Phone: (848) 932-1201
E-mail: rosecip@work.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: The textbook for this class is “Labor Relations and Collective Bargaining, Private and Public Sectors”, 10th Ed., Michael R. Carrell and Christina Heavrin. This book will be referred to as “Carrell.” All other 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
10% Bargaining Journal
15% Attendance and Participation

Date

Subject and Assignment

September 4
Class Overview; Administrative Matters
September 11 Introduction: K & K Chapter 1, pp. 10–15; K&K Chapter 2, pp. 29-44; K&K Chapter 3, pp. 57-61 (all on Sakai); Carrell Chapter 1

September 18 The Legal Environment; Carrell Chapter 2, pp. 55-73; Chapter 10, pp. 359- 366, 374-391; Chapter 6, pp. 208-213; The Role of the Environment; Bargaining Power: K & K Chapters 3, pp. 62-69; K&K Chapter 4, pp. 74-75; 78-95 (Sakai);

September 25 Public Sector Labor Relations; Carrell Chapter 3;Permanent Striker Replacement - N.L.R.B v. Mackay Radio & Telegraph (Sakai); Carrell Chapter 6 pp. 215-222; Film: American Dream

October 2 Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6, pp. 119-129 Carrell Chapter; Film: American Dream

October 9 Negotiating Models, Strategies and Tactics; Carrell Chapters 5 and 6;

October 16 Wage and Salary Issues; Carrell Chapter 7; Job Security and Seniority, Carrell Chapter 9; Unfair Labor Practices and Contract Enforcement, Carrell Chapter 10; Exam Review

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 December 6 class. 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 December 18, 2012.

October 23 Mid-Term Exam

October 30 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 Bargaining Vacation, Sick, Personal Leave; Holidays; Health and Safety
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<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>November 13</td>
<td>Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices</td>
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<td>November 20</td>
<td>No Class - Thursday Classes</td>
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<td>November 27</td>
<td>Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation</td>
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<td>December 4</td>
<td>Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.</td>
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<td>December 11</td>
<td>Contract Review and Grades</td>
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<td>December 18</td>
<td>No Exam</td>
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