COLLECTIVE BARGAINING

Fall 2012

Labor Studies 314:02 Instructor: Rosemarie Cipparulo, Esq.

Wednesday 9:15 a.m.- 12:15 p.m. Office Hours: After Class or by Appointment

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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:

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 5 Class Overview; Administrative Matters

September 12	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 19	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 26	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 3	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: <u>American Dream</u>
October 10	Negotiating Models, Strategies and Tactics; Carrell Chapters 5 and 6;
October 17	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 24	Mid-Term Exam
October 31	Initial Bargaining Group Meetings; Develop Bargaining Proposals
November 7	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
November 14	Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices
November 21	No Class - Thursday Classes
November 28	Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation
December 5	Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.
December 12	Contract Review and Grades

December 19 No Exam