Rutgers University
School of Management and Labor Relations

COLLECTIVE BARGAINING 37:575:314:80
Fall 2013

Monday 6:00p.m. – 8:40p.m.
Western Monmouth Higher Education Center
Instructor: John Castella
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Course Description- This course examines labor relations and collective bargaining using three major processes: union organizing (how unions are formed), bargaining (how contracts are developed), and dispute resolution (how bargaining disputes and grievances are resolved).

Readings: A textbook is required for this class. Most of your reading assignments will come from the textbook below. Other reading material will be posted on Sakai for you to view and download.

Textbook: LABOR RELATIONS Striking a Balance by John W. Budd (October 24, 2012)

The readings must be done prior class. You will come to class prepared to listen, learn, and participate as this will count towards a percentage of your grade.

*Violations of academic integrity policies, including cheating, will result in penalties up and including a 0 for the semester.

Final grades are based on the following:

Midterm exam 30%
Attendance/ Participation 10%
Paper 20%
Final 40%
**Course Outline**

**Sept 9- Introduction to the course and collective bargaining.**

Review syllabus and discuss class rules and expectations.

Administrative matters

**Sept 16- Theory, history and framework of U.S. collective bargaining and industrial relations**

Union growth and decline. What are the reasons for the change?


**Students are to bring a recent article to class on Labor Relations/Collective Bargaining and be prepared to discuss it.**

**The Labor Relations Process**

**Union Organizing**

**September 23- Mounting an Organizing Drive**

**Readings:** Budd. Chapter 6. “Union Organizing” From Labor Relations, Striking a Balance. pp. 193-229

David Forbes, Sitel Workers Mount Historic Union Organizing Drive (Sakai)
September 30- Management and union strategies & structures for engaging in &/or avoiding collective bargaining


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**Bargaining**

October 7- How does the bargaining process work?

Determination of a bargaining unit/ The process of negotiation and how to prepare


*Midterm review*

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October 14- Midterm

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October 21- Film

*Final Offer*- An account of 1984 contract negotiations between the United Auto Workers (UAW) and General Motors

*Discuss paper due*

**Dispute Resolution**

**October 28- Strikes, lockouts, picketing, boycotts and injunctions**

**Reading:** Budd. Chapter 8. “Impasses, Strikes, and Dispute Resolution” From *Labor Relations, Striking a Balance*. pp. 269-302

**Film**

*American Dream* - Chronicles the six-month strike at Hormel in Austin, Minnesota, in 1985-86

**November 4- Alternative dispute resolution, negotiation, mediation, and arbitration**


Michael H Cimini “*Caterpillar’s Prolonged Dispute Ends*” (Sakai)

**November 11- Labor Law and the Environment**


**Paper Due**
November 18- The Future


*The remaining two classes will be devoted to a collective bargaining exercise. Details to follow.

November 25- Bargaining- Details to be announced

December 2- Bargaining- Details to be announced

December 9- Bargaining- Details to be announced /Final Review

December 16- Final