578:560:01  COLLECTIVE BARGAINING  Fall 2013
Cook/Douglass Campus Mondays 7:20pm-10:00pm Labor Education Center Rm. 130

Professor:  Jeffrey H. Keefe
Office Hours:  by appointment, usually before or after class.
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SYLLABUS


Sakai:  The assignments and readings, except for the textbook, will be posted on Sakai.

Expectations:  All readings should be completed prior to the date noted on the syllabus. There will be several assignments, a contract costing quiz, a mock bargaining exercise with two parts, a grievance analysis and a final exam. The mock negotiations are scheduled for **Sunday, November 17.** Please check your Sunday schedule now from 8:30am to 2:00pm. A midterm is not scheduled, but could become necessary if students come to class unprepared. Just as in bargaining and contract administration, due dates and deadlines are firm. Unless you can get **prior approval,** each day late costs you a letter grade.

Grading weights are as follows:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Weight</th>
<th>Date</th>
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<tbody>
<tr>
<td>Assignment 1: Changes of Union Membership in the US.</td>
<td>10%</td>
<td>Sept 16</td>
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<tr>
<td>Assignment 2 Organizing Case Analysis</td>
<td>10%</td>
<td>Sept 30</td>
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<td>Assignment 3: Structures of Collective Bargaining</td>
<td>10%</td>
<td>Oct 7</td>
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<td>Assignment 4: Collective Bargaining in Public Education</td>
<td>10%</td>
<td>Oct 14</td>
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<td>Costing Quiz</td>
<td>5%</td>
<td>Oct 28</td>
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<tr>
<td>Mock Bargaining: Offers</td>
<td>20%</td>
<td>Nov 11</td>
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<td><strong>Mock Bargaining: Negotiations (Sunday)</strong></td>
<td><strong>20%</strong></td>
<td><strong>Nov 17</strong></td>
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<td>Mock Bargaining: Outcomes</td>
<td>10%</td>
<td>Nov 18</td>
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<td>Assignment 5: Grievance Case Analyses</td>
<td>10%</td>
<td>Dec 2</td>
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<td>Final Exam (Comprehensive)</td>
<td>10%</td>
<td>Dec 9</td>
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<tr>
<td>Class Participation and Attendance</td>
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Class 0  Labor Day September 2, 2012
I. Introduction: What Are Unions and Why Are They Declining?

Sept 9   PowerPoint Slides will be available on Sakai, no later than 4pm the day of class.

II. Dynamics of Union Growth and Decline and Shifting Employment Patterns

Sept 16  Katz et al, Collective Bargaining and Industrial Relations. Chapters 1&2


Richard Freeman. 2008. America Works Chapter 5 “Where have all the unions gone … long time passing?” Sakai


http://www.unionstats.com/

Assignment 1: Compare the unionization of Industries and Occupations in 1983 and 2012

III. Collective Bargaining, Public Policy, and the NLRB


Go to: http://www.nlrb.gov/

National Labor Relations Act: Sections 1, 2, 7, 8, & 9. (Sakai)

Notes on Labor Law (Sakai)

** Organizing: Assignment 2 instructions and material will be available on Sakai

IV. Union Avoidance and Union Organizing

Oct 1    ** Assignment 2 on Organizing is to be submitted on Sakai before the start of class.

*** Assignment 3: Comparisons of Collective Bargaining Structures material and instructions will be Available on Sakai Assignment is due next week before class.

V. Unions, Collective Action, and Industrial Democracy?

Oct 8    **"The Final Offer" - A Film.

Due -- Comparisons of Collective Bargaining Structures

*** Assignment 4: Collective Bargaining in Public Educations: material and instructions will be Available on Sakai Assignment is due next week before class.

Collective Bargaining Syllabus
VI. The Management Labor Relations Organization and Collective Bargaining

Oct 15  *** Assignment: Collective Bargaining in Public Educations:
Bargaining teams will be formed and mock bargaining material will be distributed. Instructions and Rules for Mock Bargaining will be distributed in class.

Suggested Background Material Available at the Carey Library (LEC) and on the web.


BNA: Contracts and Negotiations: A Binder Series and Online
BNA. Basic Patterns in Union Contracts 14th ed. (DC: BNA) Library
Bureau of Labor Statistics Website: http://www.bls.gov/

You Tube Waldenville Negotiations Parts 1-5 and Mediation Parts 1-4
http://www.youtube.com/results?search_query=waldenville

VII. Management Organization, Costing, Ability to Pay and Contract Preparation

Oct 22  Contract Costing Handout.


VIII. Terms of the Agreement

Oct 29  ** Quiz on Contract Costing

Notes on Bargaining and Negotiations (Sakai).

IX. Negotiations Strategies in Collective Bargaining

Nov 5

X. Perspectives on Bargaining and Negotiations

Nov 12 The Negotiations Process

** Mock Bargaining Preparation Notebook is due ***
Nov 17  **Bargaining Saturday and will commence at 9 am (6 hours)**

XII. Collective Bargaining Outcomes and Grievance-Arbitration: Discipline and Discharge

Nov 19  **Collective Bargaining Outcomes Due**

Notes on Employee Discipline & Grievance Handling (Sakai).

Grievance Analysis will be assigned for next class

XII. Contract Administration and Interpretation

Nov 26  Notes on Contract Interpretation & Grievance Handling Sakai.

XIV. Just Cause and Due Process

Dec 3  

**Grievance Analysis is due by the beginning of class.**

XIV. Is There a Future for Collective Bargaining and Pluralism in a Global Economy

Dec 10