COLLECTIVE BARGAINING

Spring 2013

Labor Studies 37:575: 314:01 Instructor: Rosemarie Cipparulo, Esq.

Tuesday 5:30 p.m.- 8:40 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", 10^{th} 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

<u>Date</u> <u>Subject and Assignment</u>

January 22 Class Overview; Administrative Matters

January 29 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

February 5 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);

February 12 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

February 19 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 4; Film: American Dream

February 26 Negotiating Models, Strategies and Tactics; Carrell Chapters 5 and 6;

March 5 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

March 12 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 23 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 April 30, 2013.

March 19 No Class – Spring Break

March 26 Initial Bargaining Group Meetings; Develop Bargaining Proposals

April 2	Bargaining - Preamble, Union Recognition and Union Rights, , Union Security and Union Dues, Grievance Procedure, Nondiscrimination Vacation, Sick, Personal Leave; Holidays; Health and Safety
April 9	Bargaining - Hours of Work (including Overtime), Layoff and Recall, Travel Expenses, Benefits, Past Practices
April 16	Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation
April 23	Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.
April 30	Contract Review and Grades