**COLLECTIVE BARGAINING**

Fall 2014

Instructor: Rosemarie Cipparulo, Esq.

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:** All 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

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<thead>
<tr>
<th>Date</th>
<th>Subject and Assignment</th>
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<tbody>
<tr>
<td>September 2</td>
<td>Class Overview; Administrative Matters Historical Background:</td>
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<tr>
<td>September 9</td>
<td>Introduction: K &amp; K Chapter 1; K &amp; K Chapter 2</td>
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<td>September 16</td>
<td>The Legal Environment: K &amp; K Chapter 3; Abrams and Nolan, <em>The Meaning of Just Cause</em>: The Role of the Environment; Bargaining Power: K &amp; K Chapter 4; Colosi &amp; Berkeley, <em>The Battle</em></td>
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September 23  Permanent Striker Replacement -  N.L.R.B v. Mackay Radio & Telegraph; Colosi and Berkeley, Sections 14 & 15; Film: American Dream

September 30  Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6; Approaching the Negotiation Process; Time Line Management, Colosi On and Off the Record, Colosi on Negotiation

October 7  Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8; Exam Review

October 14  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 December 2 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 16, 2014.

October 21  Colosi & Berkeley, The Table Process Examined; Initial Bargaining Group Meetings

October 28  Develop Bargaining Proposals
November 4
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 11
Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices

November 18
Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation

November 25
No Class - Thursday Classes

December 2
Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.

December 9
Contract Review and Grades