Rutgers University
School of Management and Labor Relations

COLLECTIVE BARGAINING 37:575:314:80
Fall 2015

Wednesday 6:00p.m. – 8:40p.m.
Western Monmouth Higher Education Center
Instructor: Professor John Castella
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Subject to Change*

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 25%
Attendance/ Participation 10%
Paper 15%
Bargaining 15%
Final 35%
Course Outline

Sept 2- Introduction to the course and collective bargaining.

Review syllabus and discuss class rules and expectations.

Administrative matters

Sept 9- 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 16- Mounting an Organizing Drive

David Forbes, *Sitel Workers Mount Historic Union Organizing Drive* (Sakai)

**September 23- Management and union strategies & structures for engaging in &/or avoiding collective bargaining**


**Bargaining**

**September 30- How does the bargaining process work?**

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


**Colosi & Berkeley, Collective Bargaining: How it Works and Why**, Section 5,”The Battle”; (Sakai)

**Colosi & Berkeley, Collective Bargaining: How it Works and Why**, Section 2,“The Parties”, Section 6 “The Table Process Examined”; (Sakai)

*Midterm review*

**October 7- Midterm**

**October 14- Film**

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


**Dispute Resolution**

**October 21- 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

**October 28- Alternative dispute resolution, negotiation, mediation, and arbitration**


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

**November 4- Labor Law and the Environment**


****Paper Due
November 11- The Future


Discuss bargaining project and set up teams

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

November 18- Bargaining- Details to be announced

November 25- No Class

December 2- Bargaining- Details to be announced

December 9- Bargaining- Bargaining wrap-up /Final Review

December 16- Final