COLLECTIVE BARGAINING

37:575:314:02
Spring 2011
Saturdays, 9:00 a.m. – 11:55 p.m.

Instructor:	Peter DeChiara
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Office Hours:	by appointment
Class Location:	Labor Education Center, Cook/Douglass Campus

Course Description:
This course provides an overview of collective bargaining, the process by which employees negotiate as a group with their employer regarding the terms of their employment. Topics covered in the course will include the history of collective bargaining, the law applicable to collective bargaining, union organizing and union avoidance, the negotiation process, strikes, collective bargaining agreements, collective bargaining in the public-sector, collective bargaining in other countries and the future of collective bargaining. The class will include a mock collective bargaining exercise and a mock grievance-arbitration exercise in which students will play the roles of management and union representatives.

Texts:
Harry C. Katz, Thomas A. Kochan, Alexander J.S. Colvin, *An Introduction to Collective Bargaining and Industrial Relations* (4th ed.) (McGraw-Hill)
Michael Evan Gold, *An Introduction to Labor Law* (2d ed.) (ILR Cornell Press)

Additional supplemental reading material will be available on the Sakai website.

Course Requirements:
Class attendance is *required*.
Students are required to do the reading for each class in *advance* of class and be prepared to discuss it during class.
Students are also required to participate fully in mock bargaining and grievance-arbitration exercises.
There will be two in-class exams.
Grades will be based on attendance, participation in class and in the exercises, and performance on the exams.

Class #1 (Jan. 22) -- Introduction to the course and to collective bargaining

Class #2 (Jan. 29)-- History of collective bargaining in the United States
Reading: Katz Chapter 2 (through p.41 only), Chapter 3 (pages 48-50 only); Chapter 5 (p.125-35 but *not* Box 6-1).
Supplement reading for Class #2

Class #3 (Feb. 5) -- Law related to collective bargaining

Reading: Katz Chapter 3 (pp.50-69), Chapter 4 (pp.88-92, but not Box 4-2, 4-3 and 4-4)
Gold, pp.9-14, 17

Class #4 (Feb. 12)-- Union organizing and union avoidance; bargaining structures

Reading: Katz Chapter 5 (pp.112-15, but *not* Box 5-1), Chapter 7 (but *not* Boxes 7-3; 7-6; 7-7; 7-10; 7-11; 7-12; 7-13; 7-14; 7-15)
Gold, pp. 26-31

Class #5 (Feb. 19) -- Negotiation process; strikes; contract terms

Reading: Katz Chapter 8 (pp. 192-220, not including Box 8-3, 8-4, 8-5, 8-6), Chapter 9 (only p.82-top paragraph of p.84)
Gold, pp. 39-53
Supplemental reading for Class #5 (skim only)

Class #6 (Feb. 26) -- Public-sector collective bargaining/Review for first exam

Reading: Katz Chapter 13 (only through p.364 and not including Box 13-2, 13-3), Chapter 9 (only p.233, 242-45)
Supplemental reading for Class #6 (don't read crossed-out sections)

Class #7 (March 5) -- First In-Class Exam

Class #8 (March 26) -- Preparation for mock bargaining session; costing of contract proposals

Class #9 (April 2) -- Mock bargaining session

Class #10 (April 9) -- Enforcing collective bargaining agreements/duty of fair representation

Reading: Katz Chapter 11 (only pp.283-303, but not Boxes 11-2 through 11-6), Gold (bottom p.6-middle p.9, 57-59, 63-top of 65)
Supplementary Reading #10

Class #11 (April 16) -- Mock Arbitration Session

Class #12 (April 23) -- Collective bargaining in other countries; the future of collective bargaining in the United States/Review for second exam

Reading: Katz Chapters 14 (pp.375-385, not including Box 14-1, pp. 398-403); Chapter 15 (pp. 412-423)
Supplemental Reading for Class #12

Class #13 (April 30) -- Second In-Class Exam