

Labor Relations and Professional Sports

Spring 2013 37:575:310:01

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Course Description

This class focuses on labor relations systems in professional sports in the United States. The course will provide a basic understanding of labor relations and labor law, as well as the business of sports. We will learn the history of professional leagues, the unions and the bargaining history for the four major sports (Baseball, Hockey, Football and Basketball) and others. Students are expected to participate in group and individual activities to learn about the collective bargaining process, and the operation of the various labor agreements in regards to salaries, discipline and free agency.

Required Texts

- All texts will be assigned on SAKAI. There is no textbook for this course. Texts will be drawn from a variety of sources, including the following:
 - Rosner, Scott and Kenneth L. Shropshire. *The Business of Sports*. Jones & Bartlett Learning, 2004.
 - Marvin Miller. *A Whole Different Ball Game: The Inside Story of the Baseball Revolution*. I.R. Dee, 2004.
 - Glenn M. Wong. *Essentials of Sports Law*. ABC-CLIO, 2009.
 - Sloane, Arthur A and Fred Witney. *Labor Relations*. Pearson/Prentice Hall, 2007.
- Other texts will also be assigned.

Course Requirements

- Attend all classes and arrive on time, prepared for class.
- Participate in class activities, small group labor negotiation, and group presentation
- Midterm and Final written exam
- Written assignments as assigned
- Regularly check your Sakai Course Site at sakai.rutgers.edu. (To access Sakai, you will need your Rutgers Net ID and password) You will receive announcements from Sakai at your Rutgers e-mail address, so remember to check that account frequently. I will often assign additional readings, including articles, as the course progresses.

Grading

Grading will focus primarily on two written exams. Classroom participation and assignments make up the remaining portion of the grade. Attendance is mandatory for the course. Grades distributions are as follows:

15% Classroom Attendance, Participation, and Written assignments.

35% Midterm Exam

15% Group Project and Presentation

35% Second Midterm Exam

Policies

- The internet offers an incredible breadth of information at your fingertips, access unimagined by previous generations. It also has facebook. . If you are distracted by your computer, phone or other electronic devices, you will be considered absent from that class activity, and that will play a role in determining your final grade.
- Papers that exhibit significant errors of punctuation, grammar, spelling, or syntax (generally, three or more errors per page) risk failing.
- Attendance at all classes is expected. If you expect to miss a class, please use the University absence reporting website <https://sims.rutgers.edu/ssra/> to indicate the date and reason for your absence. An email is automatically sent to me.
- After four absences you *risk failing the course*.
- Punctuality is important. Lateness of twenty minutes or more counts as half an absence.
- You are required to review and abide by the University's Policy on Academic Integrity. This can be found online at <http://academicintegrity.rutgers.edu/integrity.shtml>

Schedule

Date	Topics of Discussion	Homework Due
1/25/13	➤ Course Introduction ➤ Syllabus	None
2/1/13	➤ Business of Sports	<input type="checkbox"/> Reading: Hambrecht Report: Highlighted sections
2/8/13	➤ Labor Law ➤ History of Labor ➤ Collective Bargaining	<input type="checkbox"/> Reading: "Introduction to Labor Law" <input type="checkbox"/> Reading: <u>Playbooks and Checkbooks</u> : Chapter 3: "Sports and Antitrust"
2/15/13	➤ Football	<input type="checkbox"/> Reading: <u>Playing for Dollars</u> : "Football" <input type="checkbox"/> Reading: <u>Tailgating Sacks and Salary Caps</u> : Chapter 3: "Any Given Sunday"
2/22/13	➤ Football	<input type="checkbox"/> Reading: <u>Tailgating Sacks and Salary Caps</u> : Chapter 10, "Down to the Wire" <input type="checkbox"/> Reading: Summary of the 2011 Agreement (On NFLPA website)
3/1/13	➤ Football/Hockey	<input type="checkbox"/> Reading: <u>Playing for Dollars</u> : "Hockey" <input type="checkbox"/> Reading: <u>A Lost Season</u> : "The 2004-05 NHL Lockout" <input type="checkbox"/> Review NFL Referees website
3/8/13	➤ Midterm Exam	<input type="checkbox"/> NONE
3/15/13	➤ Baseball	<input type="checkbox"/> Reading: <u>Legal Bases</u> : Chapters 1 and 2
3/29/13	➤ Baseball Continued	<input type="checkbox"/> Reading: <u>Legal Bases</u> : Chapter 3 and 4 <input type="checkbox"/> Skim the Curt Flood Decision
4/5/13	➤ Baseball Antitrust and Collective Bargaining	<input type="checkbox"/> Reading: <u>Legal Bases</u> : Chapter 6 "Labor Arbitration and the End of the Reserve System"
4/12/13	➤ NBA	<input type="checkbox"/> Readings: <u>Playing for Dollars</u> : "Basketball" <input type="checkbox"/> Reading: Summary of Deal Terms
4/19/12	➤ Other Sports	<input type="checkbox"/> Preparation for Student Bargaining
4/26/12	➤ Student Bargaining	<input type="checkbox"/> NONE
5/3/12	➤ Second Midterm	<input type="checkbox"/> NONE