

COLLECTIVE BARGAINING

Spring 2014

Labor Studies 314:01
Tuesday 5:30 p.m.- 8:40 p.m.
Rm. Labor Center Auditorium137

Instructor: Rosemarie Cipparulo, Esq.
Office Hours: After Class or by Appointment
Phone: (848) 932-1201
E-mail: Rosecip@work.rutgers.edu

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. Please see Rutgers University policy on Academic Integrity. 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% Exam 1
50% Mock Bargaining Exercise
10% Bargaining Journal
15% Attendance and Participation

<u>Date</u>	<u>Subject and Assignment</u>
January 21	Class Overview; Administrative Matters
January 28	Introduction: K & K Chapter 1; Historical Background: K & K Chapter 2 Abrams and Nolan, <u>The Meaning of Just Cause</u> ;
February 4	The Legal Environment: K & K Chapter 3; The Role of the Environment; Bargaining Power: K & K Chapter 4; Colosi & Berkeley, <u>The Battle</u>
February 11	Permanent Striker Replacement - <u>N.L.R.B v. Mackay Radio & Telegraph</u> ; Colosi and Berkeley, Sections 14 & 15; Film: <u>American Dream</u>

February 18	Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6; Colosi & Berkeley, <u>The Table Process Examined</u>
February 25	Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8; Distribute Bargaining Materials; Exam Review
February 27	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 15 class. Bargaining Journals will also be handed in at the BEGINNING of each class during the bargaining exercise. 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 22, 2014.

March 4	Review Exam 1; Initial Bargaining Group Meetings
March 11	Bargaining - Preamble, Union Recognition and Union Rights, Nondiscrimination, Union Security and Union Dues, Grievance Procedure, Hours of Work (including Overtime)
March 20	No Class - Spring Break
March 25	Bargaining - Vacation, Sick, Personal Leave; Holidays; Health and Safety
April 1	Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices
April 8	Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation
April 15	Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.
April 22	Contract Review and Grades
April 29	No Exam