

# COLLECTIVE BARGAINING

Spring 2011

Labor Studies 314  
Tuesday 5:30 p.m.- 8:40 p.m.

Rm. Labor Center Auditorium102

Instructor: Rosemarie Cipparulo, Esq.  
Office Hours: After Class or by  
Appointment  
Phone: (732) 563-4565 (w)  
E-mail: Rosecip@msn.com

**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 under the Resources tab. 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% Exam 1  
50% Mock Bargaining Exercise  
10% Bargaining Journal  
15% Attendance and Participation

**Date**                      **Subject and Assignment**

January 18                      Class Overview; Administrative Matters; Introduction: K & K Chapter 1; Historical Background: K & K Chapter 2; Colosi & Berkeley, Collective Bargaining: How it Works and Why, Section1 “The Beginning”; Colosi; On and Off the Record, Colosi on Negotiation, “Approaching the Negotiation Process, Time Line Management”

January 25	Film; Colosi & Berkeley, <u>The Battle</u>
February 1	The Legal Environment: K & K Chapter 3; The Role of the Environment; Bargaining Power: K & K Chapter 4
February 8	Permanent Striker Replacement - <u>N.L.R.B v. Mackay Radio &amp; Telegraph</u> ; Colosi and Berkeley, Sections 14 & 15
February 15	No Class
February 22	Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6
March 1	Colosi & Berkeley, <u>The Table Process Examined</u> Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8; Exam Review
March 8	Exam; Distribute Bargaining Materials
March 15	No Class - Spring Break

**The second half of this semester is devoted to collective bargaining. It is extremely important that you not miss the March 22 class as important information regarding the mock bargaining exercise will be distributed. Indeed, you must not miss class during the bargaining section without good excuse and notifying me and your team members before class. Any absences during bargaining will be heavily weighted in the computation of your grades. Bargaining is to be completed and the contracts and bargaining journals must be handed in by the end of the April 19 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 26, 2011.**

March 22	Review Exam 1; Abrams and Nolan, <u>The Meaning of Just Cause; Collective Bargaining: How it Works and Why</u> , Section 17, "Promise Checking." Meet with Bargaining Teams.
March 29	Bargaining - Preamble, Union Recognition and Union Rights, Nondiscrimination, Union Security and Union Dues; Grievance Procedure, Hours of Work (including Overtime)

April 5	Bargaining - Vacation, Sick, Personal Leave; Holidays; Health and Safety
April 12	Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices
April 19	Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation
April 26	Contract Review and Grades
May 3	No Exam