LABOR RELATIONS IN PROFESSIONAL SPORTS

37:575:310 SPRING 2011

Professor Leonard C. Schiro, Esq. Thursdays 7:15-10:05 pm
Cook/Douglas Lecture Hall, Room 109
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COURSE DESCRIPTION: Reports of touchdowns, home runs, and overtime goals by professional sports heroes are often overshadowed by stories of strikes, lockouts, and mass resignations. Some of the highest paid employees in American society and their wealthy employers have created a system of labor relations that has failed, as often as it has worked, in serving as a mechanism to collectively establish wages and working conditions. This course will examine this high stakes, high profile adventure in labor-management relations, and assess the impact of professional sports on fans, the public interest, and the economy. Particular emphasis will be focused on negotiation techniques and strategy.

COURSE READINGS: Assigned readings will be available on-line, from class handouts and available on SAKAI.RUTGERS.EDU
TEXT BOOKS DO NOT HAVE TO BE PURCHASED.

Playing For Dollars: Labor Relations and the Sports Business, Staudohar, Paul D, Cornell University Press, 1996. (Not required to be purchased)

Legal Bases, Baseball and the Law, Abrams, Roger I, Temple University Press (Not required to be purchased)

Effective Legal Negotiation & Settlement, 6th Ed., Charles B. Craver (Not required to be purchased)

COURSE REQUIREMENTS: 1) mid-term exam, 2) final exam, 3) class participation, projects and attendance, and 4) assigned topic paper. Each requirement will count for 25% of a student's final grade. Exceptional class participation may result in a half grade boost for your final grade.
COURSE SCHEDULE

Jan 20  Introductions & Course Overview

Jan 27  Labor Relations in the U.S.

Reading: Sloane & Whitney. Labor Relations "Historical Framework"
Labor Law and Collective Bargaining

Reading: Taylor & Witney, Labor Relations Law "Development of Labor Relations Law"

Feb 3  History of Unionization in Professional Sports

Reading: Legal Bases, Baseball and the Law, Ch. 1 and 2

Feb 10  Reading: Legal Bases, Baseball and the Law, Ch 3 Antitrust
Class Project Assignment
DVD re: Curt Flood

Feb 17  Reading: Labor Relations in Professional Sports, Ch. 4 pp 98-112
Collective Bargaining in Pro Sports
Labor Relations in Baseball
Reading: Legal Bases, Baseball and the Law, Ch. 4
Labor Relations in Baseball (con’t)
Salary Arbitration – Free Agency
Reading: The Money Pitch, Ch. 7 and 8
Reading: Professional Sports: Collective Bargaining In the Spotlight, Collective Bargaining in the Spotlight

Feb 24  MID-TERM EXAMINATION

Mar 3  Reading: Labor Arbitration and the End of the Reserve System, Ch. 6 pp 115-133 Freeman McNeil Case

Discuss Discipline of players
Mar 24  Labor Relations in Professional Football Reading: “Football”, Playing for Dollars, p. 57-93

Mar 31  CLASS PROJECTS DUE, Presentations made before class.

Apr 7  Labor Relations in Professional Hockey Reading: "Hockey", Playing for Dollars, p.133-166

Apr 14 Labor Relations in Professional Basketball Reading: "Basketball", Playing for Dollars, p. 94-132

Role of Player Agents

Apr 21 Reading: To be assigned

Apr 24 Review for Final Exam

TBD FINAL EXAM

ASSIGNED PAPER: Each student will be responsible for a paper at least five pages. The paper will be on Marvin Miller and the evolution of Major League Players’ Association Collective Bargaining Agreement under his leadership.

COURSE PROJECTS: The class will be divided into groups. The number of students in each group will be between 5-12 (depending on student enrollment).

Groups will then be assigned to act as an NFL agent or NFL team and negotiate a player contract. Negotiation style and tactics will be graded, as well as a synopsis of the contract. The synopsis will include a presentation to the class which will simulate a presentation to either the player or the NFL owner, explaining the contract. It should include comparisons of similar players, drafts and factor in individual needs or weaknesses for justification of the contract. The groups will also be required to submit a written summation outlining positions, backup data, etc.