## **RUTGERS**

Labor Studies and Employment Relations Department School of Management and Labor Relations • 50 Labor Center Way New Brunswick • New Jersey 08901-8553 (732) 932-0303 • FAX (732) 932-8677

## 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 109 732-636-0040 Law Office Telephone No. 732-636-5705 (fax) LSCHIRO@MSMLABORLAW.COM

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, 6<sup>th</sup> 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
Mar 10	Review Collective Bargaining Agreements Major League Players Assoc. and NFL Players' Assoc. 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
Apr 21	Role of Player Agents 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.