COLLECTIVE BARGAINING

Fall 2011

Labor Studies 314
Tuesday 5:30 p.m.- 8:40 p.m.
Rm. Labor Center Auditorium 102

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. 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
September 6 Class Overview; Administrative Matters; Introduction: K & K Chapter 1; Historical Background: K & K Chapter 2
September 13 The Legal Environment: K & K Chapter 3; Abrams and Nolan, The Meaning of Just Cause; The Role of the Environment; Bargaining Power: K & K Chapter 4; Colosi & Berkeley, The Battle
September 20  Permanent Striker Replacement - N.L.R.B v. Mackay Radio & Telegraph; Colosi and Berkeley, Sections 14 & 15; Film: American Dream

September 27  Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6; Approaching the Negotiation Process; Time Line Management, Colosi On and Off the Record, Colosi on Negotiation

October 4  Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8; Exam Review

October 11  Mid-Term Exam

October 18  Colosi & Berkeley, The Table Process Examined; Initial Bargaining Group Meetings

The second half of this semester is devoted to collective bargaining. It is extremely important that you not miss the October 18 and October 25 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 December 6 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 December 13, 2011.

October 25  Develop Bargaining Proposals

November 1  No Class - This time should be used for bargaining team meetings to either further develop proposals or to exchange proposals with your adversary.

November 8  Bargaining - Grievance Procedure, Hours of Work (including Overtime) Preamble, Union Recognition and Union Rights, Nondiscrimination, Union Security and Union Dues Bargaining - Vacation, Sick, Personal Leave; Holidays; Health and Safety

November 15  Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices

November 22  No Class - Thursday Classes
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<tr>
<th>Date</th>
<th>Topic</th>
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<tr>
<td>November 29</td>
<td>Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation</td>
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<tr>
<td>December 6</td>
<td>Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.</td>
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<td>December 13</td>
<td>Contract Review and Grades</td>
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<td>December 20</td>
<td>No Exam</td>
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