LABOR RELATIONS IN PROFESSIONAL SPORTS

37:575:310 FALL 2011

Professor Leonard C. Schiro, Esq. Thursdays 7:15-10:05 pm
Labor Relations Building Auditorium
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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

Sept 1  Introductions & Course Overview

Sept 15 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"

Sept 22 History of Unionization in Professional Sports

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

Sept 29 Reading: *Legal Bases, Baseball and the Law*, Ch 3 Antitrust

Class Project Assignment

DVD re: Curt Flood

Oct 6 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


Oct 13 MID-TERM EXAMINATION

Oct 20 Reading: *Labor Arbitration and the End of the Reserve System*, Ch. 6 pp 115-133 Freeman McNeil Case


Discuss Discipline of players
Nov 3  Labor Relations in Professional Football Reading: “Football”, 
*Playing for Dollars*, p. 57-93

Nov 10  CLASS PROJECTS DUE, Presentations made before class.

Nov 17  Labor Relations in Professional Hockey Reading: "Hockey", *Playing for Dollars*, p.133-166

Nov 22***  Labor Relations in Professional Basketball Reading: "Basketball", 
*Playing for Dollars*, p. 94-132

Role of Player Agents

Dec 1  Reading: To be assigned

Dec 8  Review for Final Exam

TBD  FINAL EXAM

***Tuesday Class Due To Holliday Schedule: No Class On Thursday Nov. 24th***

ASSIGNED PAPER: Each student will be responsible for a paper at least five pages. The paper 
will be on a topic selected by the Professor.

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. 
Groups will be selected for negotiations in front of the class.