THE STATE UNIVERSITY OF NEW JERSEY

RUTGERS

Labor Studies and Employment Relations Department
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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
732-636-0040 Law Office Telephone No.
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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 Reading: *Professional Sports: Collective Bargaining In the Spotlight,* Collective Bargaining in the Spotlight
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
Oct 27	Review Collective Bargaining Agreements Major League Players Assoc. and NFL Players' Assoc. 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
Dec 1	Role of Player Agents Reading: To be assigned
Dec 8	Review for Final Exam
TBD	FINAL EXAM

****<u>*Tuesday Class Due To Holliday Schedule: No Class On Thursday Nov. 24th*</u>*

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.