COLLECTIVE BARGAINING
37:575:314:02
Spring 2012
Saturdays, 9:00 a.m. – 11:55 p.m.

Instructor: Peter DeChiara
Phone: (212) 356-0216
Email: pdechiara@cwsny.com
Office Hours: by appointment
Class Location: Labor Education Center, Cook/Douglass Campus

Course Description:
This course provides an overview of collective bargaining, the process by which employees negotiate as a group with their employer regarding the terms of their employment. Topics covered in the course will include the history of collective bargaining, the law applicable to collective bargaining, union organizing and union avoidance, the negotiation process, strikes, collective bargaining agreements, collective bargaining in the public-sector, collective bargaining in other countries and the future of collective bargaining. The class will include a mock collective bargaining exercise and a mock grievance-arbitration exercise in which students will play the roles of management and union representatives.

Texts:
Peter DeChiara, Materials for Collective Bargaining Course (McGraw-Hill Create) (This text is only available for purchase in hardcopy at the Rutgers Bookstore)

Additional supplemental reading material will be available on the Sakai website.

Course Requirements:
Class attendance is required. If you are absent, please use the University absence reporting website https://sims.rutgers.edu/ssra/ to indicate the date and reason for your absence.

Students are required to do the reading for each class in advance of class and be prepared to discuss it during class.
Students are also required to participate fully in mock bargaining and grievance-arbitration exercises.
There will be two in-class exams.
Grades will be based on attendance, participation in class and in the exercises, and performance on the exams.

Class #1 (Jan. 21) -- Introduction to the course and to collective bargaining

Class #2 (Jan. 28) -- History of collective bargaining in the United States
Reading: Text pp. 1-25, 32-39, 72-82 (but not Box 6-1 on p.75).
Class #3 (Feb. 4) -- Law related to collective bargaining
   Reading: Text pp.39-58, 66-69, 111-15 (but not Boxes 4-2, 4-3 and 4-4 on pp.113-15)
   Gold, bottom half of p.9-top half of p.14, p.17

Class #4 (Feb. 11) -- Union organizing and union avoidance; bargaining structures
   Reading: Text bottom of p.133-p.136 (but not Box 5-1 on pp.134-35), pp.144-77 (but not Boxes 7-3; 7-6; 7-7; 7-10; 7-11; 7-12; 7-13; 7-14; 7-15)
   Gold, pp. 26-31

Class #5 (Feb. 18) -- Negotiation process; strikes; contract terms
   Reading: Text pp. 181-208 (not including Box 8-3, 8-4, 8-5, 8-6), pp.103 to top paragraph of p. 107, pp.231-top of p.233, pp.411-37 (skim only)
   Gold, pp. 39-53

Class #6 (Feb. 25) -- Public-sector collective bargaining/Review for first exam
   Reading: Text pp.250-69, 284, 293-96, 280-83, 438-53

Class #7 (March 3) -- First In-Class Exam

Class #8 (March 24) -- Preparation for mock bargaining session; costing of contract proposals

Class #9 (March 31) -- Mock bargaining session

Class #10 (April 7) -- Enforcing collective bargaining agreements/duty of fair representation
   Reading: Text pp. 315-35 (but not Boxes 11-2 through 11-6), pp.303-14
   Gold (bottom p.6-middle p.9, 57-59, 63-top of 65)

Class #11 (April 14) -- Mock Arbitration Session

Class #12 (April 21) -- Collective bargaining in other countries; the future of collective bargaining in the United States/Review for second exam
   Reading: Text pp.349-59 (not including Box 14-1), pp. 372-77, pp. 386-99, pp.402-10

Class #13 (April 28) -- Second In-Class Exam