

COLLECTIVE BARGAINING

Fall 2017

Labor Studies 38:578:560:01
Wednesday 7:20 p.m.-10:10 p.m

Instructor: Rosemarie Cipparulo, Esq
Rm. Labor Center 157

Office Hours: After Class or by
Appointment

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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: The readings consist of one textbook and excerpts from several other textbooks including: "Labor Relations and Collective Bargaining, Private and Public Sectors", 10th Ed., Michael R. Carrell and Christina Heavrin. This book will be referred to as "Carrell". The readings from the Carrell book will NOT be available on Sakai. All other readings will be available on Sakai, including, "LABOR RELATIONS, *Striking a Balance*," John W. Budd (October 24, 2012); "An Introduction to Collective Bargaining and Labor Relations," 4th Ed., Harry Katz, Thomas Kochan and Alexander Colvin. Readings from this book will be referred to as K&K; "Collective Bargaining: How it Works and Why, 3rd Ed.," Thomas Colosi and Arthur Berkely. Readings from this book will be referred to as "Colosi and Berkely." There will be other readings assigned as we move through the semester. The reading MUST be done prior to class.

Learning Objectives: VI. Application – Demonstrate an understanding of how to apply knowledge necessary for effective work performance (Part of Knowledge Theory, Practice and Application). Knowledge of the role of labor unions and their role in collective bargaining, provides the foundation for employment relations professionals.

VII. Professional Development – Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations. Communication skills and professionalism are essential roles for union or management representatives.

Warning: Cheating will not be tolerated. Please review Rutgers Academic Integrity policy. 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:
40% Mid-Term Exam
40% Mock Bargaining Exercise
15% Attendance and Preparation (Preparation includes participation and ability to discuss the readings in a knowledgeable manner)
5% Bargaining Journal

| <u>Date</u> | <u>Subject and Assignment</u> |
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| September 5 | <u>Class Overview; Administrative Matters; Why Do Workers Join Unions? Economic Policy Institute Fact Sheet; Kate Bronfenbrenner, <u>No Holds Barred</u> (2009</u> |
| September 12 | <u>History of Trade Unionism in the United States History and Structure</u> “LABOR RELATIONS <i>Striking a Balance</i> ,” John W. Budd (October 24, 2012) Chapter 3; Introduction: K & K Chapter 1; K&K Chapter 2 |
| September 19 | <u>Law of Bargaining, Private and Public Sectors</u> Union Strategies and Structures for Representing Workers, The Legal Environment; K & K Chapter 3: NLRA Sections 7 and 8; The Role of the Environment; Bargaining Power: K & K Chapter 4, pp. 74-75; 78-95; Public Sector, Carrell 237-238; <u>In The Matter of IFTPE 195</u> , 88 N.J. 393 (1982); Carrell Chapter 2, pp. 55-73; Chapter 10, pp. 359- 366, 374-391; Chapter 6, pp. 208-213; Carrell, Chapter 6 pp. 215-222; |
| September 26 | <u>Management Organization for Collective Bargaining and Bargaining Structure</u> K & K Chapter 5, and 7; Film <u>Final Offer</u> |
| October 3 | <u>Role of the Environment and Bargaining Power</u> K & K Chapter 4; Carrell Chapter 6 pp. 215-222; Colosi and Berkely “The Battle”; Permanent Striker Replacement - <u>N.L.R.B v. Mackay Radio & Telegraph</u> ; Film: <u>American Dream</u> |

October 10 Negotiating Models, Strategies and Tactics; Carrell Chapters 5 and 6 to p. 227; Colosi & Berkeley, “Table Process Examined,” “Table Talk” and “Table Manners”

October 17 Wage and Salary Issues Employee Benefits and Job Security;
Carrell Chapter 7, 8,
Job Security and Seniority,
Carrell Chapter 9;
Collective Bargaining Agreements

October 24 Mid-Term Exam

The second half of this semester is devoted to collective bargaining. Bargaining is to be completed and the contracts and bargaining journals must be handed in by the end of the December 5 class. 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 15 page paper describing the negotiation breakdown and the reasons why they could not come to an agreement. The paper will be due on December 12, 2016.

October 31 Grievance and Discipline- Carrell Chapters 11 and 12; Roger Abrams, “The Meaning of Just Cause”; Contract Costing; Colosi and Berkely, “Appendix 1 and 2”; Hand Out Bargaining Materials; Initial Bargaining Group Meetings; Develop Bargaining Proposals

November 7 Colosi and Berkely, “Table Tactics”; Bargaining - Preamble, Union Recognition and Union Rights, , Union Security and Union Dues, Grievance Procedure, Nondiscrimination
Vacation, Sick, Personal Leave; Holidays; Health and Safety

November 14 Bargaining - Hours of Work (including Overtime), Layoff and Recall, Travel Expenses, Benefits, Past Practices

November 21 No Class (Thursday classes)

November 28 Bargaining - Severability and Savings Clause, Out of Title Work and Workload, Respect and Dignity, Compensation

December 5 Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.

December 12

Contract Review and Grades