COLLECTIVE BARGAINING
Fall 2015

Labor Studies 38:578:560:01
Tuesdays, 7:20-10:00pm
Room 130, Labor Education Center

Professor Rebecca Givan
rgivan@work.rutgers.edu
Office Hours: By appointment (including before class)

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.

Assignments: Note - you must complete all assignments to receive credit for the course.

Participation (Includes attendance, thoughtful participation & all in-class work): 30%
Exam 1: (October 13th): 20%
Exam 2: (December 8th) 20%
Collective Bargaining exercise (including bargaining journal) 30%

For all written assignments, please use 1” margins, double spacing and a 12-point font. All papers should be uploaded to Sakai.

Academic Integrity:
You are responsible for understanding and following the Rutgers University Policy on Academic Integrity. Information on the policy is available here: http://academicintegrity.rutgers.edu/policy-on-academic-integrity. Written assignments will be submitted via Sakai and processed through Turnitin.

Class schedule:
The schedule of readings and assignments is below. We may need to move some topics (and readings) to accommodate guest speakers or adjust the emphasis as a result of class discussion. However, exam dates and assignment deadlines will not change. You should complete all readings before class, and come to class ready to discuss what you have read. Most of the class will be seminar style, and will rely on your thoughtful participation. The occasional lectures will not repeat the material in the readings, but build on this material, although you are encouraged to ask questions about the readings during class. There will occasionally be an assignment at the beginning of class (such as a quiz or short writing assignment) based on the week’s readings.
Books:
There is a Sakai site for the course, and most readings will be posted there. There are two books required for the class. You should have copies of both of these books (these readings will NOT be available on Sakai):


We will read excerpts from many other books, including:

- John W. Budd *Labor Relations: Striking a Balance* (4th edition), abbreviated as “Budd”
- Thomas Berkeley and Arthur Colosi *Collective Bargaining: How it Works and Why*
Schedule of Assignments

Week 1 Tuesday September 1st
Introduction
Film: Final Offer

Week 2 Tuesday September 15th NOTE DATE
What is a collective bargaining?
Collective Bargaining Agreement worksheet due.
Note: We will return to these collective bargaining agreements periodically throughout the semester. Please bring this CBA in hard copy or electronic form to every class with you.
Reading:
KKC Chapters 1 & 2

Week 3 Tuesday September 22: The bargaining environment 1: Law
Reading:
- Budd Chapter 4 (109-148)
- Colosi and Berkeley Section 5, The Battle (33-52)
  https://www.nlrb.gov/sites/default/files/attachments/basic-page/node-3024/basicguide.pdf

See also: National Labor Relations Act http://www.nlrb.gov/resources/national-labor-relations-act

Week 4 Tuesday September 29th: The bargaining environment 2: Public Sector bargaining
Reading:
- Alex Gourevitch “The Sound of the Police”
  https://www.jacobinmag.com/2015/01/the-sound-of-the-police/
Week 5 Tuesday October 6 October 20th Negotiation Basics
Reading:

- Fisher and Ury Getting to Yes (read all).

Week 6 October 13th 1st Exam

Week 7 Bargaining Structure
Reading:

- Colosi and Berkeley: Section 6, The Table Process Examined; Section 13, Table Manners; Section 16, Table Tactics.
- Budd Chapter 7
- KKC Chapter 8

Week 8 October 27th Bargaining for economics and contract costing
Reading:

- Carrell Chapters 7&8
- Spatz Contract Costing for Union Negotiators (read pp1-26 and bring to class).

Week 9 November 3rd Grievance, discipline and other non-economic issues.
Reading:

- Carrell Chapters 11 and 12
- Arbitration case (to be handed out in class)

Week 10 November 10th Bargaining

Week 11 November 17th Bargaining

Week 12 November 24th Bargaining

Week 13 December 1st Debrief bargaining and the current state of collective bargaining
Reading:


• Lerner, Stephen. 2010. "An Injury to All Going beyond Collective Bargaining as We Have Known it." *New Labor Forum*.

**Week 14 December 8th 2nd Exam**

Peer evaluation due.
Collective Bargaining Agreement (CBA) Worksheet

Choose a collective bargaining agreement that is interesting or relevant to you. Read the ENTIRE CBA. Take notes on the following questions. Come to class with your notes as well as the CBA (in electronic form or hard copy). You must upload your notes to Sakai (the answers to these questions) no later than **noon September 15th**. Choose a CBA that is of interest to you, as you will return to this contract throughout the semester. The CBA you choose should be currently in effect, or if expired, be the last agreement that exists for this unit (i.e. no successor agreement has been negotiated).

You can find many collective bargaining agreements online by searching for the name of the employer and/or the union and “collective bargaining agreement” or “cba.” Many CBAs also appear on the employer or union local’s website. You can also find a large number of CBAs online on the US Department of Labor’s website, at http://www.dol.gov/Olms/regs/compliance/cba/index.htm

What is the date of the CBA?

Who are the two (or more) parties to the CBA?

What are the start and end dates of the CBA? How long is the contract?

Are there any provisions for contract re-openers or extensions in particular circumstances?

Is this work in the public or private sector?

How many job classifications are there? What are they?

Are skilled and unskilled workers treated differently?

Is there a no-strike clause in the contract?

Is there an agency fee/ agency shop clause in the contract?

Are there specific performance/productivity goals or incentives in the contract? What are they?

What are the wage increases for each year of the contract? Is the wage increase the same for all workers?

Is there a COLA (Cost Of Living Adjustment) in addition to the other wage increase/s? How is it stated/ calculated?

What is the health insurance plan- how much do employers and employees pay, what kind of coverage do they receive, are dependents covered (and at what cost)?
Is there a pension plan? If yes, how is it structured. If no, is there a 401K or other retirement plan?

Is there a provision for life insurance?

How many vacation days do workers get? Which workers, and after how many years of employment?

How many paid holidays are there?

How many sick and personal days is each worker allowed?

Is there a provision for Jury Duty?

Is there a provision for parental leave? What is the policy?

Are there any unusual provisions in the CBA?