

# RUTGERS

Labor Studies and Employment Relations Department  
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## LABOR RELATIONS IN PROFESSIONAL SPORTS

**37:575:310 FALL 2015**

**Professor Leonard C. Schiro, Esq. Thursdays 7:15-10:05 pm**  
**Cook Douglas Lecture Hall 109**  
**732-636-0040 Law Office Telephone No.**  
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**COURSE DESCRIPTION:** The game behind the games is the interplay of owners, players, agents and unions in an effort to extract money from a multibillion dollar industry. This course will focus on the history of player's unions and the effect these unions have had on sports, law and finances. The class includes instruction on the art of negotiations, and will include a baseball interest arbitration and culminates in a mock negotiation for a professional athlete in full compliance with that sport's collective bargaining agreement.

**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, 6<sup>th</sup> Ed.*, Charles B. Craver (Not required to be purchased)

**COURSE REQUIREMENTS:** 1) mid-term exam, 2) final exam, 3) Baseball salary arbitration project 4) contract salary negotiations. 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. Unexcused absences may subject students to grades being lowered.

## COURSE SCHEDULE

- Sept. 3            Introductions & Course Overview Labor Relations in the U.S.
- Sept. 10            History of Unionization in Professional Sports  
  
Reading: *Legal Bases, Baseball and the Law*, Ch. 1 and 2  
Reading: *Legal Bases, Baseball and the Law*, Ch 3 Antitrust
- Sept. 17            Class Project Assignment  
DVD re: Curt Flood  
  
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  
Salary Arbitration – Free Agency  
Reading: *The Money Pitch*, Ch. 7 and 8
- Sept. 24            Salary Arbitration group exercise  
Reading: *Professional Sports: Collective Bargaining In the Spotlight*, Collective Bargaining in the Spotlight  
Reading: *Labor Arbitration and the End of the Reserve System*, Ch. 6 pp 115-133 Freeman McNeil Case
- Oct. 1              Salary Caps, minimums and drafts.  
Economic effect of collective bargaining agreement clauses.
- Oct. 8              Labor Relations in Professional Football Reading: “*Football*”, *Playing for Dollars*, p. 57-93
- Oct. 15              MID TERM EXAM
- Oct. 22              Full class devoted to finishing Class Projects
- Oct. 29              Class dedicated to negotiating and finalizing class projects  
Labor Relations in Professional Basketball Reading: “*Basketball*”, *Playing for Dollars*, p. 94-132

## CLASS PROJECT PRESENTATIONS

Labor Relations in Professional Hockey Reading: *"Hockey", Playing for Dollars*, p.133-166 Role of Player Agents

Nov. 5	Reading: To be assigned
Nov. 12	NBA. Readings to be determined
Nov. 19	NHL. Readings to be determined
Dec. 3	Performance enhancing drugs (PED)
Dec. 10	<b>Review for Final Exam</b>
<b>TBD</b>	<b>Final Exam</b>

**ASSIGNED PAPER:** Each student will be responsible for a paper of at least five pages. The paper will assigned on topical issues.

**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.