

## COLLECTIVE BARGAINING

Fall 2015

Labor Studies 37:575:314:02  
Tuesday 5:35 p.m.- 8:35 p.m.  
Rm. Labor Center Auditorium137

Instructor: Rosemarie Cipparulo, Esq.  
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:** All readings will be available on Sakai. The reading **MUST** be done prior to class.

**Warning:** Cheating will not be tolerated. Anyone caught cheating will automatically fail. 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:

25% Mid-TermExam  
50% Mock Bargaining Exercise  
10% Bargaining Journal  
15% Attendance and Participation

<b><u>Date</u></b>	<b><u>Subject and Assignment</u></b>
September 1	Class Overview; Administrative Matters; Introduction: Historical Background: K & K Chapter 1; K & K Chapter 2
September 8	No Class
September 15	The Legal Environment: K & K Chapter 3; Abrams and Nolan, <u>The Meaning of Just Cause</u> ; The Role of the Environment; Bargaining Power: K & K Chapter 4; Colosi & Berkeley, <u>The Battle</u>

September 22	Permanent Striker Replacement - <u>N.L.R.B v. Mackay Radio &amp; Telegraph</u> ; Colosi and Berkeley, Sections 14 & 15; Film: <u>American Dream</u>
September 29	Management Organization for Collective Bargaining: K & K Chapter 5; Union Strategies and Structures for Representing Workers: K & K Chapter 6 ; Approaching the Negotiation Process; Time Line Management, Colosi <u>On and Off the Record, Colosi on Negotiation</u>
October 6	Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8; Exam Review
October 13	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 1 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 10 page paper describing the negotiation breakdown and the reasons why they could not come to an agreement. The paper will be due on December 16, 2015.**

October 20	Colosi & Berkeley, <u>The Table Process Examined</u> ; Initial Bargaining Group Meetings
October 27	Develop Bargaining Proposals
November 3	Bargaining - Grievance Procedure, Hours of Work (including Overtime) Preamble, Union Recognition and Union Rights, Nondiscrimination, Union Security and Union Dues
November 10	No Class. While there will not be an official class meeting on this date, students are strongly encouraged to use the usual class meeting time to continue the bargaining exercise.

November 17	Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices, Vacation, Sick and Personal Leave; Holidays; Health and Safety, Severability and Savings, Out of Title Work and Workload, Respect and Dignity, Compensation
November 24	No Class – Thanksgiving Break
December 1	Bargaining - Duration and Negotiations, No Strikes or Lockouts; Contracts and bargaining journals due by the end of class.
December 9	Contract Review and Grades