

Issues in Work: Strikes

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Syllabus for Spring 2015

Loree Hall

Room 115

Tuesdays 3:55 P.M. to 6:55 P.M.

March 24, 31, April 7, 14, 21

Instructor: Allan Frost

1 Credit

Email: jfrost1212@aol.com

Course Overview

This course will study the historical, legal and practical issues of strike, stoppages, lockouts and boycotts in a collectively bargained as well as non-union environment. We will discuss basic labor law and labor relations concepts. We will study the origin of strikes, the different kinds of strikes as well as a brief overview of the legalities of strikes and lockouts. We will study the decision making process to engage in economic action designed to pressure the other side as well as the conduct, resolution and consequences of such action. We will consider alternatives to strikes. We will compare and contrast rights in the public and private employment sectors as well as strikes in the U.S. and overseas with regard to the goals and conduct. We will study famous strikes in history and the lessons learned. We will learn about other forms of economic action such as secondary boycotts, picketing, consumer boycotts and corporate campaigns. We will also consider the impact of such action on the public and the media coverage of strikes.

Course Requirements

- Students are required to attend all sessions of the course.
- All reading assignments should be completed before class since class participation is an essential element of the course. All reading assignments will either be handed out in class or posted in Sakai. No textbooks need to be purchased.
- Films, clips, and other materials will be used.
- Students will participate in a mock negotiation to avert a strike. There will be a final exam given the last week of class.

## Week 1-

Course introduction and requirements. Student and family experiences with strikes or lockouts. The origin of strikes and the first strikes in the United States and in New Jersey. A comparison of strikes overseas and in the U.S. A brief overview of the law and labor relations. Kinds of strikes and lockouts: economic, political, recognitional, safety, intermittent, unfair labor practice, jurisdictional, grievance and illegal strikes. Discussion of some major strikes and the lessons learned. No strike clauses. Arbitration.

Frandsen, Paul, editor, translation of the "The Turin Strike Papyrus", pages 1-3

Ray, D., Corbett, W, Cameron, C., "Labor Management Relations – Strikes, Lockouts and Boycotts" pages 30-35

Brennan, Aaron, "Types of Strikes", "Encyclopedia of Strikes in American History", pages xxxvii-xxxix.

Corcoran, Cliff, "The Strike: Who was right, who was wrong and how it helped baseball", pages 1-4.

## Week 2-

The decision to strike or lockout. Understanding leverage, timing and credibility. Consideration of the consequences of a strike. Union democracy and politics in a strike. Notice requirements. The film "Final Offer" will be shown.

Readings:

Burns, Joe, "The Outlawing of Solidarity and the Decline of the Strike", "Social Policy Magazine", summer 2011, pages 27-35.

Carrell, Michael, "Labor Relations and Collective Bargaining", pages 234-243,247-249

## Week 3-

The conduct of a strike or lockout. What happens during a strike. What happens after the strike. Restoration of a relationship and implementation of change. Corporate campaigns, boycotts, handbilling. The lockout strategies. Alternatives to a strike or lockout. The film "Locked Out" will be shown. The public sector. Discussion of the Air Traffic Controllers and Boston Police Strike.

Readings:

Schager, Neil, editor," St. James Encyclopedia of Labor History Worldwide", pages 99-103

Fillipelli, Ronald, editor,"Labor Conflict in the United States", pages 64-66.

Week 4-

The course wrap-up and student exercise. The class will be divided into two groups and both sides will attempt to avert a potential strike situation by employing concepts learned in the class.

Readings:

No assigned readings.

Week 5- Final exam