

COLLECTIVE BARGAINING

Spring 2015

Labor Studies 37:575:314:01
Tuesdays, 5:35pm-8:35pm
Labor Education Center Auditorium (Room 137)

Professor Rebecca Givan
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Office Hours: By appointment

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.

Books:

There are no required books for this course. There is a Sakai site for the course, and readings will be posted there.

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

Participation (Includes attendance, thoughtful participation & all in-class work): 25%
Exam 1 (Feb 24): 20%
Exam 2: (April 28) 20%
Collective Bargaining exercise (including bargaining journal) 30%
Other written assignments (two news assignments and collective bargaining agreement worksheet): 5%

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. In general, 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.**

We will read excerpts from many books, including:

Harry Katz, Thomas Kochan and Alexander Colvin, *An Introduction to Collective Bargaining and Labor Relations* 4th Ed., abbreviated as "KKC".

John W. Budd *Labor Relations: Striking a Balance* (4th edition), abbreviated as "Budd"

Michael R. Carrell and Christina Heavrin *Labor Relations and Collective Bargaining: Public and Private Sectors*, tenth edition, abbreviated as "Carrell"

Week 1 Tuesday January 20th Introduction

Week 2 Tuesday January 27th What is collective bargaining, reading a contract.

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 Chapter 1

Week 3 Tuesday Feb 3: The bargaining environment: law

Budd Chapter 4 (109-148)

National Labor Relations Act <http://www.nlr.gov/resources/national-labor-relations-act>

Week 4 Tuesday Feb 10 Film (in-class) Final Offer

Budd Chapter 7 (235-252)

Colosi and Berkeley Section 5, The Battle (33-52)

Week 5 Tuesday Feb 17 The bargaining environment: political economy

Reading: Alex Gourevitch "The Sound of the Police"

<https://www.jacobinmag.com/2015/01/the-sound-of-the-police/>

KKC Chapter 4

1st news assignment due

Week 6 Feb 24 1st Exam

Week 7 March 3 Negotiation Basics

Reading: KKC Chapter 8 and Selection from Babcock and Laschever *Women Don't Ask*. Princeton: Princeton University Press, 2003

Week 8 March 10 Bargaining for economics

2nd news assignment due

Reading: Carrell Chapters 7&8

SPRING BREAK

Week 9 March 24 Grievance, discipline and other non-economic issues.

Reading: Carrell Chapters 11 and 12

Week 10 March 31 Bargaining

Week 11 April 7 Bargaining

Week 12 April 14 Bargaining

Week 13 April 21 Debrief bargaining

Week 14 April 28 2nd Exam

Peer evaluation due.

News Assignment

The specific news issue will be announced in class 1-2 classes before the assignment is due. You must come to class with one page of notes including the following information:

- Who are the key players in this issue (unions, employees, consultants, mayors, shareholders, etc.)?

- What are the major issues?

- What are the major points of agreement and disagreement?

- Are there key laws determining what is happening?

- Is one side clearly right (or wrong)?

- What are the likely outcomes of this situation to be?

- What is the impact on the general public?

- Are there any intra-organizational issues here? Your notes should be

based on research you do using reliable news sources, other labor research resources, press releases etc from the interested parties. You should try to relate what is going on to the material we have discussed in class. We will discuss the issue in class on the assigned date, and your page of notes **may be collected. This material will be covered on the exams.**

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 sheet of notes to Sakai (the answers to these questions) no later than **noon Tuesday January 27th**. Choose a CBA that is of interest to you, as you will return to this contract throughout the semester.

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?