

## COLLECTIVE BARGAINING

Fall 2017

Labor Studies 314:02  
Tuesday 2:15 p.m.- 5:15 p.m.  
Rm. Labor Center Auditorium137

Instructor: Rosemarie Cipparulo, Esq.  
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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 Preparation (preparation includes participation and ability to discuss the readings in a knowledgeable manner)

<b><u>Date</u></b>	<b><u>Subject and Assignment</u></b>
September 5	Class Overview; Administrative Matters; <u>Economic Policy Institute Fact Sheet</u> ; Introduction: Historical Background: K & K Chapter 1; K & K Chapter 2
September 12	The Legal Environment: K & K Chapter 3; Colosi & Berkeley, <u>The Battle</u> ; Film <u>Final Offer</u>

September 15	Abrams and Nolan, <u>The Meaning of Just Cause</u> ; The Role of the Environment; Bargaining Power: K & K Chapter 4; Kate Bronfenbrenner, <u>No Holds Barred</u> (2009);
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 3	Bargaining Structure and Process: K & K Chapter 7; K & K Chapter 8; Exam Review
October 10	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 November 28 class. It WILL be necessary to schedule out of class bargaining session/s to assure the assignment is completed on time. All Bargaining Groups must present their contracts to the class on December 5. 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 5, 2017.**

October 17	Colosi & Berkeley, <u>The Table Process Examined</u> ; Initial Bargaining Group Meetings
October 24	Develop Bargaining Proposals
October 31	Bargaining - Grievance Procedure, Hours of Work (including Overtime) Preamble, Union Recognition and Union Rights, Nondiscrimination, Union Security and Union Dues
November 7	Bargaining - Layoff and Recall, Travel Expenses, Benefits, Past Practices, Vacation, Sick and Personal Leave; Holidays
November 14	Wages, Health and Safety, Severability and Savings, Out of Title Work and Workload, Respect and Dignity, Compensation

November 21

No Class – Thursday Classes on this day.

November 28

Bargaining - Duration and Negotiations, No Strikes or Lockouts;  
Contracts and bargaining journals due by the end of class.

December 5

Contract Review and Grades