Course Description: This course examines labor relations and collective bargaining using three major processes: union organizing (how unions are formed), bargaining (how contracts are developed), and dispute resolution (how bargaining disputes and grievances are resolved). 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.

Learning Objectives:

After successfully completing this course, you will be able to:

- Identify and explain key terms and various concepts, tools, and techniques relating to the negotiation process to include interest based and positional negotiations.
- Understand and be able to apply a framework for analyzing collective bargaining and negotiations.
- Explain the role and function of management and union strategies and structures for bargaining.
- Distinguish and discuss the various factors affecting labor law and history.
- Understand and become familiar with contract administration and dispute resolution processes.
- Analyze and relate various important issues regarding unions in the past, present and future.
From the School of Management and Labor Relations:

Application – Demonstrate an understanding of how to apply knowledge necessary for effective work performance (Part of Knowledge Theory, Practice and Application). Knowledge of the role of labor unions and their role in collective bargaining, provides the foundation for employment relations professionals.

Professional Development – Demonstrate an ability to interact with and influence others in a professional manner, and to effectively present ideas and recommendations. Communication skills and professionalism are essential roles for union or management representatives.

From the Labor Studies and Employment Relations Department:

Make an argument about a matter in the field using contemporary and/or historical evidence (Goal 4).

Work productively in teams, in social networks, and on an individual basis (Goal 13).

Readings: A textbook is required for this class. Most of your reading assignments will come from the textbook below. Other reading material will be posted on Sakai for you to view and download.


The readings must be done prior to class. You will come to class prepared to listen, learn, and participate as this will count towards a percentage of your grade.

Violations of academic integrity policies, including cheating, will result in penalties up and including a 0 for the semester. If an issue arises throughout the course which prevents you from attending class or keeping up with the assignments, I need to be notified. Every effort will be made to accommodate. However, you must be proactive and not wait until you are poorly performing.

Final grades are based on the following:

Midterm 25%
Attendance/ Participation 10%
Paper 15%
Bargaining 15%
Final 35%
Course Outline

September 5 - Introduction to The Course and Collective Bargaining.

Review syllabus and discuss class rules and expectations

Administrative matters.

What is a union and why do workers want to join?

** Students are to bring a recent article to class on Labor Relations/Collective Bargaining and be prepared to discuss it.

September 12 - Theory, History and Framework of U.S. Collective Bargaining and Industrial Relations

Union growth and decline. What are the reasons for the change?


The Labor Relations Process

Union Organizing

September 19 - Mounting an Organizing Drive


David Forbes, Sitel Workers Mount Historic Union Organizing Drive (Sakai)
September 26 - Management and Union Strategies & Structures for Engaging In &/or Avoiding Collective Bargaining

Readings:

**Budd.** Chapter 5. “Labor and Management: Strategies, Structures, and Constraints” From *Labor Relations, Striking a Balance.* pp. 157-187

**Budd.** Chapter 2. “Labor Unions: Good or Bad?” From *Labor Relations, Striking a Balance.* pp. 27-55

**Bargaining**

October 3 - How Does the Bargaining Process Work?

Determination of a bargaining unit/ The process of negotiation and how to prepare

Readings:

**Budd.** Chapter 7. “Bargaining” From *Labor Relations, Striking a Balance.* pp. 235-266

**Colosi & Berkeley,** *Collective Bargaining: How it Works and Why,* Section 5,“The Battle”; (Sakai)

**Colosi & Berkeley,** *Collective Bargaining: How it Works and Why,* Section 2,“The Parties”, Section 6 “The Table Process Examined”; (Sakai)

*Midterm review*

October 10 - Midterm

October 17 - Film

*Final Offer* - An account of 1984 contract negotiations between the United Auto Workers (UAW) and General Motors
Discussion about the paper that will be due


**Dispute Resolution**

**October 24 - Strikes, Lockouts, Picketing, Boycotts and Injunctions**

**Reading:** Budd. Chapter 8. “Impasses, Strikes, and Dispute Resolution” From *Labor Relations, Striking a Balance.* pp. 269-302

**Film:** *American Dream* - Chronicles the six-month strike at Hormel in Austin, Minnesota, in 1985-86

**October 31 - Alternative Dispute Resolution, Negotiation, Mediation, and Arbitration**


Michael H Cimini “*Caterpillar’s Prolonged Dispute Ends*” (Sakai)

**November 7 - Labor Law and the Environment**


*Paper due this week*

Discuss bargaining project and set up teams
The remaining two and a half classes will be devoted to a collective bargaining exercise. Details to follow.

November 14 - Bargaining- Details to be announced

November 21 - No class

November 28 - Bargaining- Details to be announced

December 5 – Bargaining (if need be) course wrap-up and final Review

December 19 – Final exam