

# RUTGERS

Labor Studies and Employment Relations Department  
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## LABOR RELATIONS IN PROFESSIONAL SPORTS

**37:575:310:03 FALL 2018**

**Professor Leonard C. Schiro, Esq.**  
**Thursdays 7:15-10:05 PM**  
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**COURSE DESCRIPTION:** Reports of touchdowns, home runs, and overtime goals by professional sports heroes are often overshadowed by stories of strikes, lockouts, and mass resignations. Some of the highest paid employees in American society and their wealthy employers have created a system of labor relations that has failed, as often as it has worked, in serving as a mechanism to collectively establish wages and working conditions. This course will examine this high stakes, high profile adventure in labor-management relations, and assess the impact of professional sports on fans, the public interest, and the economy. Particular emphasis will be focused on the similarities and differences between labor relations in professional sports and other sections of the U.S. economy.

**COURSE READINGS:** Assigned readings will be available on-line, from class handouts or:

*Playing For Dollars: Labor Relations and the Sports Business*, Staudohar, Paul D, Cornell University Press, 1996. (Not required to be purchased)

**COURSE REQUIREMENTS:** 1) mid-term exam, 2) final exam, 3) Project 1 having to do with rookie to Free Agent transition, 4) Project 2 NBA or NFL FA contract. The midterm and final exam will each be worth 33% of your grade. Each Project will be worth 16.5% of your grade. Final grades may be improved by half a grade for exceptional class participation, at the sole discretion of the professor.

## COURSE SCHEDULE

Sept. 6	Introductions & Course Overview Labor Relations in the U.S.
Sept. 13	Labor Law and Collective Bargaining <b>Reading:</b> <i>Taylor &amp; Witney, Labor Relations Law</i> <i>“Development of Labor Relations Law”</i>
Sept. 20	History of Unionization in Professional Sports <b>Reading:</b> <i>“Unions”, Hard Ball, Chapter 3</i>
Sept. 27	Class Project Assignment
Oct. 4	Collective Bargaining in Pro Sports Labor Relations in Baseball <b>Reading:</b> <i>“Professional Sports: Collective Bargaining In the Spotlight”</i> , <i>Collective Bargaining in the Spotlight</i>
Oct. 11	Catch up class; Prep for Mid-Term
Oct. 18	MID TERM EXAM
Oct. 25	Labor Relations in Baseball (cont) <b>Reading:</b> <i>“Collective Bargaining” “The Owners and The Commissioner: Legal Bases”</i> <b>Reading:</b> <i>Baseball, Playing for Dollars, p. 14-56</i>
Nov. 1	CLASS PROJECTS DUE: Presentations made before class.
Nov. 8	Guest Lecturer Labor Relations in Professional Football <b>Reading:</b> <i>“Football”, Playing for Dollars, p. 57-93</i>
Nov. 15	Labor Relations in Professional Hockey, <b>Reading:</b> <i>“Hockey”, Playing for Dollars, p. 133-166</i>
Nov. 20	Labor Relations in Professional Basketball: <b>Reading:</b> <i>“Basketball”, Playing for Dollars, P. 94-132</i>

**EXTRA DATE Nov. 29<sup>th</sup>.**

Dec. 6	Role of Player Agent Reading: To be assigned Future of Player Unions Court Review Assigned Paper Due <b>Reading:</b> To be assigned
Dec. 13	<b>Review for Final Exam</b>
<b>TBD</b>	<b>Final Exam</b>

**COURSE PROJECTS:**

The class will be divided into groups. Each group will represent either management or the players in the following scenarios:

- 1) Baseball Salary Interest Arbitration (Player and Team TBD)
- 2) Negotiate an NFL or NBA contract (Player and team TBD)

**FROM THE OFFICE OF DISABILITY SERVICES:**

*Rutgers University welcomes students with disabilities into all of the University's educational programs.* In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.