Subject to Change*

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.

Course Objective: 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.

Readings: A textbook is required for this class. Most of your reading assignments will come from the textbook below.


Click here for book- LABOR RELATIONS: Striking a Balance

Other reading material will be posted on Canvas for you to view and download.

Click here for Canvas- Rutgers Canvas

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 exam 25%

Attendance/ Participation 10%

Paper 15%

Bargaining 15%

Final 35%
Course Outline

January 28th - 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?

February 4th - Theory, history and framework of U.S. collective bargaining and industrial relations

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

Readings:


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

The Labor Relations Process

Union Organizing

February 11th - Mounting an Organizing Drive

Readings:
February 18th - 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. 159-189


Bargaining

February 25th - How does the bargaining process work? Determination of a bargaining unit/ The process of negotiation and how to prepare.

Readings:


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


*Midterm review*

March 4th - Midterm

March 11th - Film
Reading:


Watch:

*Final Offer* - An account of 1984 contract negotiations between the United Auto Workers (UAW) and General Motors. (In class)

Discussion about the paper that will be due

**Dispute Resolution**

March 25th - Strikes, lockouts, picketing, boycotts and injunctions

Reading:


Watch:

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

April 1st - Alternative dispute resolution, negotiation, mediation, and arbitration

Readings:


Michael H Cimini “Caterpillar’s Prolonged Dispute Ends” (Canvas)
April 8th - Labor Law and the Environment

Readings:


*Paper due this week*

Discuss bargaining project and set up teams

The remaining classes will be devoted to a collective bargaining exercise and final review. Exercise details to follow.

April 15th - Bargaining- Details to be announced

April 22nd - Bargaining- Details to be announced

April 29th – Bargaining exercise presentation and course wrap-up

May 6th – Final review

May 13th- Final