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Spring 2019
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Office Hours: Thursday, 1pm-2pm, and by appointment

University of Illinois at Urbana-Champaign
School of Labor and Employment Relations

LER 542
COLLECTIVE BARGAINING

Tuesdays, 11:00am-1:50pm
331 Armory Building

This course will examine the contemporary system of collective bargaining (sometimes referred to as industrial or labor relations) in the United States. Labor relations can be defined as the workplace-based relationship, and interactions, between employers and employees (and the organizations they form). Collective bargaining is central to this relationship and will be the focus of much of this class. Each step of the collective bargaining process, including the organization of the bargaining unit, negotiation of the collective bargaining agreement, and the administration of the contract, will be examined in detail.

Labor relations, however, can also include other forums or processes in which the parties interact. These types of programs will also be considered in the course of the semester. We will also spend time examining labor relations and collective bargaining within a number of industries and will document current issues in the field as the semester progresses.

Readings

Readings for this seminar will be drawn primarily from the textbook Labor Relations: Striking a Balance, 5th Edition, 2018, by John W. Budd. This text will present the basic framework of the collective bargaining system. This book is required and should be available from the Illinois bookstore (and maybe other local bookstores). Also, **used copies may be available at Amazon.com and other used book websites, however, be certain to purchase the 2018 5th Edition.** You might also be able to rent the book.

You must also purchase a second book, Collective Bargaining under Duress: Case Studies of Major North American Industries, by Howard Stanger, Ann Frost, and Paul F. Clark, (eds.). 2014. Ithaca, NY: Cornell ILR Press (ISBN 978-0-913447-06-2). It should also be available from the Illinois bookstore (and maybe other local bookstores). If you have any trouble obtaining either text, please let me know.

Additional readings will be drawn from journals, newspapers, podcasts, and other sources in an effort to examine significant and timely issues in the field in more detail. When necessary, these will be posted on the course's website and/or emailed to the class.

Class Participation

All students will be expected to play an active role throughout the course. Students are expected to attend each class session, prepare for each class by completing assigned readings, and participate in discussions and mock simulations. At the end of the semester, each student will receive a class participation grade worth a total of thirty percent of the final grade. Ten percent will be based on participation in class throughout the semester. A further twenty percent will be based on participation in two mock collective bargaining simulations.

Class Presentation

Students will work in groups (assigned by the instructor) to make one 15 minute presentation to the seminar on an assigned reading and lead a discussion of the reading. A grade will be assigned on the basis of the quality of the presentation and the accompanying discussion. This grade will be worth 10 percent of the final course grade.

Final Grade

Students' final grades will be based on their class participation, their class presentation, a midterm, and a final exam. For the purposes of assigning a final grade this work will be weighted as follows:

--Class participation	10%
--Mock simulations	20%
--Midterm	25%
--Final exam	35%
--Class presentation	10%

Grading Scale

A	=	93% - 100%
A-	=	90% - 92%
B+	=	87% - 89%
B	=	83% - 86%
B-	=	80% - 82%
C+	=	77% - 79%
C	=	73% - 76%

ADA Statement

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact the University's disability services office.

LER 542

Collective Bargaining

Outline and Readings (Subject to Change)

WEEK I. 1/15 INTRODUCTION & OVERVIEW OF LABOR RELATIONS

Readings:

- Budd, Ch. 1-2
- Katz, Kochan, and Colvin, Ch. 1

WEEK II. 1/22 THE EVOLUTION OF THE LABOR RELATIONS SYSTEM

Readings:

- Budd, Ch. 3
- Stanger et al., Introduction
- Podcast: [A Brief History of the Labor Movement](#)
- Podcast: [The Middle Class Took Off 100 Years Ago ... Thanks To Henry Ford?](#)

WEEK III. 1/29 AN INTRODUCTION TO LABOR LAW

Readings

- Budd, Ch. 4
- Stanger et al. Ch. 1
- “[The Haves and Have-Nots: How American Labor Law Denies a Quarter of the Workforce Collective Bargaining Rights](#)”
- Podcast: [Politics, Policy And The National Labor Relations Board](#)
- Podcast: [As President, Trump Will Appoint Labor Board That Regulates His Hotels](#)

WEEK IV. 2/5 LABOR AND MANAGEMENT STRATEGIES AND STRUCTURES

Readings

- Budd, Ch. 5
- Stanger et al., Ch. 2
- Podcast: [The Roots Of The Modern Anti-Union Movement](#)
- [Collective Bargaining Simulation I Team Assignments]

WEEK V. 2/12 THE ORGANIZING PROCESS--ESTABLISHING THE COLLECTIVE BARGAINING RELATIONSHIP

Readings

- Budd, Ch. 6
- Stanger et al., Ch. 3
- “[An Empirical Case for Streamlining the NLRB Certification Process](#)”
- Podcast: [Restoring Worker Power at a Time of Union Decline](#)

WEEK VI. 2/19 COLLECTIVE BARGAINING--THE NEGOTIATIONS PROCESS

Readings

- Budd, Ch. 7
- Stanger et al., Ch. 4
- Lipsky and Avgar, pp. 1-17
- Podcast: [Billionaires vs. Millionaires](#)

WEEK VII. 2/26 COLLECTIVE BARGAINING--THE NEGOTIATIONS PROCESS (CONT.)

[Mock Collective Bargaining Exercise #1]

WEEK VIII. 3/5 **MIDTERM EXAM**

WEEK IX. 3/12 STRIKES AND DISPUTE RESOLUTION

Readings

- Budd, Ch. 8
- Stanger et al., Ch. 5
- “[More Lockouts as Companies Battle Unions](#)”
- Katz, Kochan, & Colvin, Ch. 10
- Podcast: [How Labor Strikes Work](#)

[Collective Bargaining Simulation II Team Assignments]

WEEK X. 3/26 CONTRACT ADMINISTRATION

Readings

- Budd, Ch. 9
- Stanger et al., Ch. 6
- Podcast: [What Is Arbitration, Anyway?](#)

WEEK XI. 4/2 PUBLIC SECTOR COLLECTIVE BARGAINING

Readings

- Katz, Kochan, and Colvin, Ch. 13
- Stanger et al., Ch. 7
- “[Debunking the Myth of the Over-compensated Public Employee](#)”
- “[Debate: Collective bargaining rights for public unions](#)”
- Podcast: [Labor Pains](#)

WEEK XII. 4/9 (APPROX) LABOR RELATIONS SCRIMMAGE WITH CORNELL

WEEK XIII. 4/16 PUBLIC SECTOR COLLECTIVE BARGAINING (CONT.)

[Mock Collective Bargaining Exercise #2]

WEEK XIV. 4/23 SIMULATION DEBRIEF AND LABOR/MANAGEMENT PARTNERSHIPS

Readings

- Budd, Ch. 10
- Stanger et al. Ch. 8
- Podcast: [NUMMI 2015](#)

WEEK XV. 4/30 GLOBALIZATION

Readings

- Budd, Ch. 11
- Podcast: [OMG TPP](#)

FINALS WEEK **FINAL EXAM (TAKE-HOME) DUE MAY 12**