



ILR School

LS 200 Introduction to Collective Bargaining 3.0 Credits June 6-August 8, 2022 Course Syllabus*

Instructor: Art Wheaton

Contact Information

phone: (716) 777-0303 (office/cell/text)
email: acw18@cornell.edu (...through Canvas is preferred)
admin: Veronica Moore - (716) 852-4191 Ext. 109 – vam6@cornell.edu

Office Hours & Communication: Office hours will be posted in the Canvas website. Additional office hours available if requested.

Please direct all *questions to the PARKING LOT* forum on Canvas. This gives your classmates the opportunity to help you and learn from your questions as well. Where confidentiality is required, the concern is unique to you, or the forum is otherwise inappropriate then you can email acw18@cornell.edu.

Purpose and Objectives

The primary objectives of this course are as follows:

- Familiarization with the institutions, structures, and processes that characterize labor-management relations, with primary emphasis on private-sector collective bargaining in the United States.
- Provide a forum and opportunity to discuss current issues related to collective bargaining
- Development of the analytical skills required to engage in the practice of labor relations, in particular, techniques for and perspectives on bargaining and dispute resolution.

Readings

The textbook we'll use for the course is provided in the Canvas website

An Introduction to U.S. Collective Bargaining and Labor Relations

Katz, Harry C., Thomas A. Kochan, and Alexander J. S. Colvin. 2008. *An Introduction to Collective Bargaining and Industrial Relations* (4th ed.). Boston: McGraw-Hill/Irwin. [KKC]

I will include electronic copies of various chapters from the ILR Press book with permission from Harry Katz and Alex Colvin. The actual books are easier to read but electronic copies will be made available.

Requirements

I expect you to have done the required reading for class and to engage in the online class discussions, polls, etc. In addition, there will be three role plays/exercises, 7 required journal entries, and your opinion paper on the status of collective bargaining. Beyond what

appears below, I will provide additional details over the course of the semester.

Class Participation (25%)

Staying engaged in this course is crucial to getting a lot of out of it. And, in this course, participation can take many forms. Participating during class in the form of asking on-topic questions, helping to sustain/generate interesting discussions on course material, and participating in discussion boards is strongly encouraged. There may also be opportunities for you to participate “virtually” between classes by responding to my survey/polling questions, asking or responding to discussion forum questions (including those questions posed by classmates), serving up discussion questions for upcoming guest speakers, tweeting, etc.

(Individual journal assignments) (25%)

You will be required to write 7 different journal entries/personal reflections related to collective bargaining and or labor relations in your state.

There is also an individual course project. Part 1 identify labor law relevant to you Part 2 is an analysis of Overtime Part 3 is a comparison of 3 contracts of your choosing and Part 4 is an contractual language analysis for a request of 12 paid days off for a funeral.

Private Sector Bargaining Exercise

(group activity and individual paper) (15%)

The mock bargaining exercises will be a group activity. You will have the opportunity to select your own groups, and I will organize group discussion boards for any individuals who have not selected their own group. The grade on the mock bargaining exercises will be based on your participation in the exercise and an individual reaction paper (3-5 pages) discussing your bargaining session, which will be due one week after the completion of bargaining. Group members will be asked to comment on their fellow group members’ quality of participation in the exercise. The bargaining sessions will take place online and may be asynchronous (not at same time). It is absolutely essential that you participate fully in these bargaining sessions.

Public Sector Bargaining Exercise

(group activity and individual paper) (15%)

This bargaining exercise is structured and graded just like the private sector one. Once again, the bargaining sessions will take place online and may be asynchronous. Again, it is absolutely essential that you participate in bargaining sessions.

Status of Collective Bargaining Opinion Paper (20%)

You are required to write a 5-7 page opinion paper with academic references/resources on a topic relevant to this class. It will be due the last week of class. All course materials—lectures, readings, movies, handouts are ok topics to explore.

Week	Topics/Activities	Pre-Class Reading/viewing	Miscellaneous Milestones
Week 1	Course Overview, Introduction to Collective Bargaining and	KKC Chapters #1	Get used to using Canvas

	Industrial Relations: The Three-Tiered Framework		website
Week 2	Historical Evolution of U.S. IR	KKC Chapters #2	
Week 3	The Law and Legal System	KKC Chapter #3	
Week 4	Role of the Environment	KKC Chapter #4	
Week 5	Management Strategies and Structures for CB	KKC Chapter #5	
Week 6	Union Strategies	KKC Chapter #6	
Week 7	Union Organizing and Bargaining Structures	KKC Chapter #7	
Week 8	Negotiations Process and Strikes	KKC Chapter #8	
Week 9	Dispute Resolution Procedures	KKC Chapter #9	
Week 10	Contract Terms and Employment Outcomes	KKC Chapter #10	
Week 11	Papers and Individual Projects Due		