

**LER 542
Collective Bargaining
Fall 2017**

**Professor Craig A. Olson
Tues 11:00-1:50
35 LER**

**caolson@illinois.edu
Rm 217 or 333-2586
Office Hrs: Th 2-3 PM
or by appointment**

Text

John Budd, Labor Relations: Striking a Balance, 4th or 5th Edition.

We will also be using additional articles, newspaper articles and several cases that I will hand out in class during the semester or make available electronically.

This course uses Illinois **Compass2G** as a course website. For continuing students, note that this is a new version of Compass that can be accessed at <https://compass2g.illinois.edu> by students registered in the course. This website will contain copies of all class handouts, slides and readings other than the textbook.

Course Description

This course is intended to provide students with a comprehensive introduction to unions, collective bargaining and alternative forms of worker representation in the U.S. This includes (a) an overview of the history of the U.S. labor movement and the evolution of public policy towards unions and collective bargaining; (b) the legal framework for union representation, contract negotiations and contract administration; (c) the fundamentals of the bargaining process and the resolution of workplace disputes; (d) the impact of unions and collective bargaining on the worker, firm and society; and (e) alternative models of worker representation.

Course Structure & Requirements

The class consists of a mix of lectures and class discussion based on the readings and several cases. Please finish the readings before class and come prepared to discuss the readings on the scheduled day.

There will be one mid-semester exam and a final exam. There will also be several in-class negotiations exercises that will be graded.

Grading weight:

1 Mid-semester exam	40%
Final Exam	40%
Bargaining exercises	20%

Email

Occasionally I will send out announcements to the class via email through Compass2G. I use the official University of Illinois email addresses. Please be sure you have a working University of Illinois email account that you regularly check.

Academic Integrity

You are responsible for knowing and abiding by the policies contained in the University of Illinois *Code of Policies and Regulations Applying to All Students*. See <http://admin.illinois.edu/policy/code/>. Cheating in any way is considered a very serious offense. Anyone caught cheating in this course will be subject to the penalties discussed in the *Code*. These penalties include, among others, a failing grade for the course and dismissal from the University.

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Week	Date	TOPICS	READINGS
1	29-Aug	Course Overview, mechanics & requirements A framework for understanding U.S. Collective Bargaining	chpt 1-2
2	05-Sep	A Quick Look at the history of unions & CB in the U.S.	JB, Chpt 1-3
3	12-Sep	The Legal Framework for Collective Bargaining:	JB, Chpt 4
4	19-Sep	The Representation Process: Norma Rae	
5	26-Sep	Union Organizing & Worker Demand for Representation	JB, Chpt 6
6	03-Oct	The Legal Framework for Collective Bargaining: The Bargaining Process	JB, Chpt 5 & 7
7	10-Oct	The Contract Negotiations Process	JB, Chpt 7
8	17-Oct	Midterm Exam	
9	24-Oct	The Contract Negotiations Process II	JB, Chpt 10, 11
10	31-Oct	The Contract Negotiations Process III	
11	07-Nov	The Role of the strike and strike theories	JB, Chpt 8
12	14-Nov	The Legal Framework for Collective Bargaining: Contract Administration & Interpretation	
	21-Nov	NO CLASS - THANKSGIVING BREAK	
13	28-Nov	Contract Administration, the Grievance procedure & arbitration	JB, Chpt 9
14	05-Dec	Contract Administration, the Grievance procedure & arbitration	
15	12-Dec	The future of unions & collective bargaining	JB, Chpt 2, 12

8/27/2017