

**LER 542
Collective Bargaining
Fall 2009**

Professor Craig A. Olson
TTh 9:30-10:50
35 LER

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Office Hrs: Th 2-3 pm
or by appointment

Text, Cases & Web Resources

John Budd, Labor Relations: Striking a Balance, 2nd Edition, 2008.

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.

A number of web sites also contain useful information on collective bargaining and labor relations that we will occasionally use throughout the semester. These include:

www.nlrb.gov : The web site for the National Labor Relations Board

www.aflcio.org: The web site for the AFL-CIO. (All major unions in the U.S. also have their individual web sites.)

www.changetowin.org. Web site of the Change to Win Coalition. The organization formed by unions who have recently left the AFL-CIO.

www.hrpolicy.org & www.businessroundtable.org are web sites of organizations whose members are senior executives. The first is the web sites for an association of senior HR managers that focuses on the whole range of issues that concern HR executives and members of the second organization are CEO of large U.S. based corporations.

www.nam.org & www.uschamber.org : These sites are for the National Association of Manufacturers and the U.S. Chamber of Commerce. These organizations take an active interest in labor relations developments and their impact on employers.

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 two mid-semester exams and a final exam. There will also be several in-class negotiations exercises and discussions based on several Harvard Business School cases. Your performance on the bargaining exercises will be graded.

Grading weight:

Mid-semester exams	50%
Final Exam	40%
Cases, class participation & bargaining exercises	10%

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Week of:	TOPICS	READINGS
25-Aug	Course Overview, mechanics & requirements A framework for understanding U.S. Collective Bargaining	JB, Chpt 1-3
01-Sep	A Quick Look at the history of unions & CB in the U.S.	JB, Chpt 4
08-Sep	The Legal Framework for Collective Bargaining: The Representation Process	JB, Chpt 5
15-Sep	The Representation Process: Norma Rae	
22-Sep	The Legal Framework for Collective Bargaining: The Bargaining Process	JB, Chpt 7
29-Sep	The Legal Framework for Collective Bargaining: Contract Administration & Interpretation	
06-Oct	Midterm Exam	

13-Oct	Union Organizing & Worker Demand for Representation	
20-Oct	Management strategies for Collective Bargaining Union structure & collective bargaining strategies	JB, Chpt 6, 11
27-Oct	Contract Administration, the Grievance procedure & arbitration	
03-Nov	The Contract Negotiations Process: Behavioral Theories	JB, Chpt 8
10-Nov	The Contract Negotiations Process (Continued)	JB, Chpt 10
17-Nov	Midterm Exam	
24-Nov	Break	
01-Dec	The Role of the strike and strike theories	JB, Chpt 9
08-Dec	The impact of unions on firms & workers The future of unions & collective bargaining	JB, Chpt 2, 12