

**SYLLABUS**  
**E445 & G545: Collective Bargaining**

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**Course Policies**

*The intent of these policies is to provide useful information, and not to be officious.*

1. All rules and regulations of Indiana University, the Campus, the School and the Department shall apply in this course.
2. Attendance is recommended, but not required. The Professor does not take roll, however, it is your responsibility to be present for tests; no make-up quizzes or examinations are possible. If you must miss class, except for *bona fide* emergencies you must make arrangements to take the test prior to the scheduled test date *Bona Fide* emergency is something beyond your control that prevents your appearance in class, generally involving an accident or serious illness (which may be a child or spouse).
3. Incompletes are generally reserved for circumstances that are beyond the students' control that make it impossible to complete the course – that is the University rule. The Professor generally applies that rule, but somewhat liberally. The Professor, however, does not give an incomplete simply so that the student can avoid a failing grade.
4. Academic dishonesty is not tolerated. The Professor owes it to the 99.99 % of the honest students to take adequate measures to correct the 1 out of a thousand who engage in such behaviors. Cheating on any assignment is an automatic F in the course if caught.
5. The grade scale applied in this course is:

A+	100%
A	91-99%
A-	90%
B+	89%
B	81-88%
B-	80%
C+	79%

C	71-78%
C-	70%
D+	69%
D	61-68%
D-	60%
F	59% and below

All final grade percentages are rounded up to the next full percentage point. For example, a 79.01 is the same as a 79.99 which is 80 and therefore a B.

- There will be two examinations, a midterm and a final examination. Each examination will consist six essay questions and the undergraduates may answer any five for twenty points each. The graduate students will be assigned one question they must answer, and will be given choice among the remaining questions. The quizzes will be multiple choice, and true false worth 20 points each. The best two quiz scores will be counted. Normally, the Professor gives four quizzes, occasionally five, and uses only the best two for final grades. The following percentages are assigned to the course requirements in calculating the final grade.

**Midterm Examination 40%**

**Final Examination 50%**

**Quizzes 10%**

- If a student improves their performance between the Midterm and the Final a full ten points the weighting for calculating final grades will be changed to Midterm 30%, and Final 60%. Any student receiving a grade of 100% on the final, receives an A+ in the course, as long as they took the midterm and at least two quizzes, this also works for 97, 98 and 99 percent on the final and a final grade of A.
- No extra credit assignments will be given under any circumstances, except as may be announced in class and available to all students.
- Office hours are generally all day Tuesday and Thursday when the Professor is not in class or out to lunch (actually, not figuratively). Appointments are also generally available at other times. Students may call the Professor's home, please do so only after 10:00 a.m., and you may call as late as midnight. Of course, you can leave an email anytime.
- Grades, either individual assignments or final, will not be posted and will be available only through normal university channels, or directly from the Professor (i.e., make an appointment or provide a self-addressed stamped envelope).

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## THE COURSE

### Course Descriptions

**ECON E445 Collective Bargaining: Practice and Problems** Cr. 3 Collective bargaining in contemporary economy: economic, social, and legal problems involved in negotiating, administration of collective bargaining agreement through grievance procedure and arbitration.

**BUFW G545 Collective Bargaining** Cr. 3. Emphasis on the negotiating process, the structure of bargaining, and the issues involved in the bargaining process.

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### Course Objectives

The course is designed to be a general overview of labor relations, in particular contract negotiations, contract administration, the history of the labor movement, and the legal environment.

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### Required Texts

Michael R. Carrell and Christina Heavrin, *Labor Relations and Collective Bargaining, Cases Practice and Law, Seventh Edition*. Upper Saddle River, N.J.: Pearson-Prentice-Hall, 2004.  
[herein C&H]

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### Reading Assignments

(Each assignment is roughly one week except as otherwise noted)

**1. History of the Labor Movement and Labor Law** (2 weeks)

Chapter 1 C&H

David A. Dilts and Clarence R. Deitsch, *Labor Relations*. New York: Macmillan, 1983,  
Chapters 2 & 3.

**2. Challenges and Opportunities**

Chapter 2 C&H

**3. Establishing a Bargaining Unit**

Chapter 3 C&H

**4. Unfair Labor Practices**

Chapter 4 C&H  
Collyer Insulated Wire 192 NLRB 837 (1971)

**5. Negotiating a Contract**

Chapter 5 C&H  
Dilts and Deitsch, Chapter 7

**6. Wage and Salary Issues**

Chapter 6 C&H  
Clarence R. Deitsch and David A. Dilts "The COLA Clause: An Employer Bargaining Weapon?" *Personnel Journal*. Vol. 61, No. 3 (1982) pp. 220-24.

**7. Approximate time for Midterm Examination**

**8. Employee Benefits**

Chapter 7 C&H

**9. Job Security and Seniority**

Chapter 8 C&H

**10. Implementing the Contract**

Chapter 9 C&H  
Defense Financing and Accounting Service & AFGE, 122 LA 43 (2006)

**11. Grievance and Disciplinary Procedures**

Chapter 10 C&H  
Enterprise Wire Co. 46 LA 359 (1966)  
Tecumseh Corrugated Box, 118 LA 309 (2003)  
Kroger Co. and Confectionary and Tobacco Workers 120 LA 596 (2005)

**12. Grievance Arbitration (2 weeks)**

Chapter 11 C&H  
City of Evanston, Illinois and International Association of Firefighters Local 742, 95 LA 679. (1991)  
Air Force Logistics Command and AFGE, 85 LA 735 (1985)  
Coca-Cola Enterprises, Inc., 120 LA 1088 (2004)  
David A. Dilts, "Of Words and Contracts: Arbitration and Lexicology" *Dispute Resolution Journal*. May-June 2005, Vol. 60, No. 2 pp. 40-46

**13. Final Examination**