

**HAMLIN UNIVERSITY SCHOOL OF LAW**  
**COLLECTIVE BARGAINING AND LABOR ARBITRATION**  
**SPRING, 2009**

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Texts: Fisher & Ury, Getting to Yes  
  
Instructor Prepared Supplemental Material (at book store)

1. Goals and Objectives.

The course will emphasize the practical application of collective bargaining and will utilize various guest speakers including neutrals and representatives of management and labor unions. There may be a need for modifications in the schedule to accommodate certain guests. Students will be involved in hands-on experiences in arbitrating and negotiating a collective bargaining agreement. To accommodate the simulation exercises and case problems, a few sessions may be extended in length.

2. Attendance.

Attendance will be taken at each class based on the registrar's attendance sheet. Students will be expected to attend class and to make arrangements for notes in the event of any absence. Excessive absenteeism will be considered after two unexcused absences. It is extremely important that each student be present for the simulation exercises.

3. Grading.

The grade in this course will be comprised of the following:

- |           |                                       |
|-----------|---------------------------------------|
| One-third | Arbitration Exercises                 |
| One-third | Negotiating Exercises                 |
| One-third | Short Research Paper on Related Topic |

### Topics, Assignments and Schedule of Examination

	<u>Date</u>	<u>Topic</u>	<u>Assignment</u>
1.	01/26/09	Introduction to Collective Bargaining and Arbitration	1
2.	02/02/09	Effective Negotiations: Process and Techniques; Elements of Effective Negotiations	2, 3, <u>Getting to Yes</u>
3.	02/09/09	The Negotiation Process, the Contract, Ethics and Becoming an Effective Negotiator	4, 5, 19, <u>Getting to Yes</u>
4.	02/16/09	Collective Bargaining and Interest Arbitration in Times of Financial Constraint	7A, 7B
5.	02/23/09	Negotiation Exercise	8
6.	03/02/09	Interest Based vs. Positional Bargaining and the Mediation Process (Negotiation Problem)	6
7.	03/09/09	Negotiation Exercise	9
8.	03/16/09	Interest Arbitration	11-13
	03/23/09	Spring Recess (No class)	---
9.	03/30/09	Subjects of Grievance Arbitration, Discipline and Discharge	10, 14
10.	04/06/09	Management Rights, Past Practice, Seniority and Subcontracting	15
11.	04/13/09	Arbitration and External Law	16, 17, 18
12.	04/20/09	Arbitration Simulation Exercise and Ethics	21, 22
13.	04/27/09	Criticism of Labor Arbitration. Mediation of Employment Disputes	20
14.	05/04/09	Arbitration Simulation Exercise and Course Review	21, 22