

Common Course Outline
LBST 215
Collective Bargaining
3 semester hours

Description

Collective Bargaining

Covers how to negotiate a collective bargaining agreement effectively, with an emphasis on developing good contract language; examines laws covering “good faith” bargaining, and the strategies involved in various methods of dispute resolution.

Prerequisite: (ENGL 052 or LVE 2) or (ESOL 052 or LVE 2), (RDNG 052 or LVR 2)

Overall Course Objectives

Upon completion of this course, the student will be able to:

1. Evaluate the elements of a collective bargaining agreement.
2. Create a bargaining campaign from first proposals to ratification
3. Distinguish between important bargaining patterns
4. Appreciate the possibilities of “bargaining politically.”
5. Demonstrate the ability to “cost” out proposals and contract clauses
6. Compose an internal organizing campaign to support negotiations
7. Judge the history of collective bargaining in the United States
8. Understand all laws which apply to the bargaining process, especially the national Labor Relations Act
9. Describe various methods for dispute resolution, including mediation, binding arbitration and interest-based bargaining
10. Evaluate non-traditional methods of bargaining, such as the Saturn model and the Bethlehem Steel partnership
11. Describe the process of “bargaining between contracts.”

Major Topics

- I. The history of collective bargaining in the United States
 1. The rise of permanent bargaining after 1865
 2. The rise of craft unionism and multi-employer agreements
 3. The development of industrial unionism
 4. Modern negotiations
- II. Patterns in bargaining
 1. Researching specific industries
 2. Periodicals with material of contemporary negotiations
- III. Preparation for bargaining
 1. The backward calendar
 2. Internal organizing and responsibilities

3. The grievance file
4. Strategic planning
5. Researching the employer
- IV. Costing-out
 1. principles of costing out
 2. practical examples
- V. At the Table
 1. Organizing for negotiations
 2. Assumption of responsibilities
 3. Membership involvement
- V. Developing proposals
 1. the bargaining survey
 2. The grievance file
 3. Effective counter-proposals
- VI. Dispute resolution
 1. The Mediation process
 2. Alternate dispute resolution (Binding arbitration, interest-based bargaining)
 3. Strike and lockout preparation
- VII. The Legal Framework
 1. The National Labor Relations Act, especially 8 (a)(5)
 2. State and local labor relations statutes

Course Requirements

Grading/exams: Grading procedures will be determined by the individual faculty member but will include the following:

- A written mid-term exam
- A written final exam
- Mock bargaining on current issues

Other Course Information

Individual faculty members may include additional course objectives, major topics and other course requirements to the minimum expectations stated in the Common Course outline.

The Community College of Baltimore County is committed to providing a high-quality learning experience that results in growth in knowledge, attitudes and skills necessary to function successfully as a transfer student, in a career and as a citizen. To accomplish this goal, we maintain high academic standards and expect students to accept responsibility for their individual growth by attending classes, completing all homework and other assignments, participating in class activities and preparing for tests.

We take seriously our responsibility to maintain high-quality programs and will periodically ask you to participate in assessment activities to determine whether our students are attaining the knowledge, attitudes and skills appropriate to various courses

and programs. The assessment activities may take many different forms such as surveys, standardized tests or faculty-developed tests, discussion groups or portfolio evaluations. We ask that you take these activities seriously so that we can obtain valid data to use for the continuous improvement to CCBC's courses and programs.