

Boston College
Department of Economics
Spring Semester, 1998-1999

EC 246 - Economics of Labor Relations

Instructor: Professor F. M. McLaughlin

Office: Carney 130

Office Hours: 10:00 a.m. to 10:50 a.m., and by appointment

Class Meetings: MWF 11:00 a.m.

Place: Carney 106

Overview:

This course is an introduction to the labor relations system in the U.S.. The emphasis of the course is on the collective bargaining process and the settlement of labor-management disputes. The history of the U.S. labor movement and the legal environment within which it functions will also be covered. Comparisons with labor relations systems in other countries will be introduced to clarify features of the U.S. system.

Text:

Herman E. Edward., Collective Bargaining and Labor Relations [4th ed.], Prentice-Hall Inc., 1998.

Attendance:

Regular class attendance ought to be regarded as a minimum requirement for participation in this course.

Note Well:

The Dean of A&S has reminded faculty that class attendance is required, and may be taken into account in grading. According to the academic regulations published in the A&S Catalogue students are expected to attend class regularly, take tests and submit papers and other works at the times specified in the course syllabus. Student who are absent on the day of a previously announced test are not entitled, as a matter of right, to make up what was missed, and professors may include as part of the semester's grades, marks for the quality and quantity of students' participation in class.

Grading and Examinations:

There will be two hour long examinations during the course of the semester, and a comprehensive final during the examination period. The hour examinations will be on February 19 and April 7. Each student will also be assigned one of the arbitration cases contained in the text on pages 373-430 and will be required to write a brief report on the assigned case. Each of the hour examinations will count for 20 percent of the final grade. The written report will count for 10 percent, and the final examination will count for 40 percent. Class participation will account for the remaining 10 percent. Students should plan to be present on scheduled examination dates. Make-up examinations will not be given except at the request of the Dean, and only when the absence is for serious reason. Students are responsible for the assigned readings, and should prepare for class by doing it currently. Students should raise questions about the assigned reading which should be done in advance of class meetings.

Written Report:

In writing the report on the arbitration case you should imagine that you are the arbitrator and decide the case. Use the questions at the end of the case for guidance. Pay attention to what you have learned from reading the text about the arbitrator's role and function. Papers need to be no more than approximately three pages each and should contain enough discussion to make your line of reasoning clear. In making your decision you may discuss your case with other members of the class, but in the last analysis your decision should be your own and should be written by you without the assistance of others. When the language of others is used it should be identified as such by direct quotation. Make every effort to avoid presenting the work of someone else as if were your own. This would be plagiarism which is a form of academic dishonesty that should be thoroughly shunned. The reports will be due at the time we discuss the cases assigned as part of topic 17 on the course calendar.

Calendar:

1. Industrial Relations Theory

Dunlop, J.T. Industrial Relations Systems Holt-Dryden, 1958, ch. 1.

Hyman, R., "Theory and Industrial Relations," British Journal of Industrial Relations, Vol. 32, no. 2, June 1994, pp. 165-180.

McLaughlin, F. M., "Internal Union Conflict and Pay Bargaining: The Case of the Irish Police," January, 1998.

2. The History of Unions in the U.S.

Herman, ch. 1, pp. 1-16.

McLaughlin, F.M., "The Replacement of the Knights of Labor by the International Longshoremen's Association in the Port of Boston," Historical Journal of Massachusetts, Vol. XXVI, No. 1, Winter, 1998, pp. 27-45.

McLaughlin, F. M., "Jurisdictional Conflict in American Labor: 1935-1955."

3. The Current State of the U.S. Labor Movement.

Herman, ch.2, pp. 17-34.

Ehrenberg, R. and Smith, R., Modern Labor Economics, Addison-Wesley, 6th edition, pp. 472-475 and 486-492.

4. International Comparisons

Troy, Leo, "Convergence in International Unionism: The Case of Canada and the USA," British Journal of Industrial Relations, Vol. 30, no. 1, March 1992, pp. 1-43.

Edwards, P. K., "Industrial Conflict: Themes and Issues in Recent Research," British Journal of Industrial Relations, Vol. 30, no. 3, Sept. 1992, pp. 361-404.

Brown, William, "The Contracting of Collective Bargaining in Britain," British Journal of Industrial Relations, Vol. 31, no.2, June 1993, pp. 189-200.

Hancock, Keith, and Rawson, Don, "The Metamorphosis of Australian Industrial Relations," British Journal of Industrial Relations, Vol. 31, no. 4, pp. 489-514.

5. The Legal Context of Private Sector Labor Relations in the U.S.

Herman, ch. 3, pp. 35-57.

Herman, "Texts of Statutes," pp. 478-507.

6. Effects of the Law on Unions and Management.

Herman, ch. 4, pp. 58-74.

7. Private Sector Union and Employer Organizational Structure

Herman, ch. 5, pp. 75-104.

8. Management Rights and Union Security.

Herman, ch. 6, pp. 105-128.

9. Bargaining Structure.

Herman, ch. 7, pp. 129-150.

10. Preparation for Bargaining.

Herman, ch. 8, pp. 151-169.

Herman, "Bargaining Simulation in the Supermarket Industry," pp. 431-477.

Review this and read especially pp. 435-448.

11. The Process of Negotiation.

Herman, ch. 9, pp. 170-201.

12. Bargaining Theory and Bargaining Power.

Herman, ch. 10, pp. 202-226.

13. The Costing of Labor Contracts.

Herman, ch. 11, pp. 227-262.

14. The Computer and Collective Bargaining.

Herman, ch. 12 pp. 263-277.

15. Ethical Conduct in Collective Bargaining.

Herman, ch. 13, pp. 129-150.

16. Interest Disputes and Their Resolution.

Herman, ch. 14, pp. pp. 294-315.

McLaughlin, F.M., "Wage Criteria Used in Wage Arbitration," 1960.

McLaughlin, F.M., "The Boston Longshoremen's Strike of 1931." Historical Journal of Massachusetts, Vol. XXVI, No. 2, Summer, 1998, pp. 158-171.

17. Rights Disputes and Contract Administration.

Herman, ch.15, pp. 316-334.

McLaughlin F.M., "The Development of Industrial Peace in the Port of Boston." Industrial and Labor Relations Review, January, 1967, p. 221-233.

C&A Wallcoverings Inc., pp. 376-378.

Snyder General Corp., pp. 385-387.

Hughes Markets., pp- 390-394.

Hercules Engines Inc., pp. 409-413.

Eureka Company, pp. 420-424.

18. Public Sector Collective Bargaining

Herman, ch. 16, pp. 335-357.

McLaughlin, F.M., "In the Matter of Fact-Finding in the Dispute Between Teachers Association Union No. 61 and the Sturbridge School Committee," 1974.

19. The Commission on the Future of Worker Mangement Relations

Herman, ch. 17, pp. 358-372.

10. Final Examination.