

Labor Relations – Syllabus

Winter Quarter 2018 – 2 Credits

Instructor – Sean Leonard, email: leonards@evergreen.edu

Schedule:

Weekend Intensive – January 19, 2018 (5-9 PM), January 20 and 21, 2018 (9 AM-5 PM)

Course Description

In this course, we will explore general labor relations concepts as well as specific provisions of Washington State public sector labor relations law. We will examine labor relations from the establishment of union representation, through the collective bargaining process and the administration and enforcement of union contracts. We will focus on subjects of bargaining, discipline of union-represented employees, and unfair labor practices. We will also discuss and critique the policy choices embodied in current labor law, as well as explore likely future changes to the law and possible consequences. The goal of this course is for students to gain a framework for understanding labor relations concepts to prepare for future work in areas relating to public sector labor relations in Washington.

In this course, students will learn about:

- The historical context for labor relations law
- How American unions are organized
- How unions become representatives of public employees
- Subjects for collective bargaining
- Collective bargaining process
- Discipline and termination of union-represented employees
- Grievance and arbitration procedures
- Unfair labor practices
- Trends in labor relations

Course Reading

Public Employment Relations Commission decisions:

Note – if you want to print one of these documents, it may turn out better if you open the PDF version first, by clicking on the PDF icon on the right-hand side of the gray information box at the top of the decision.

- Bargaining Units: *State – Social and Health Services*, Decision 12542-B (PSRA, 2016) - available [here](#).

- Duty of Fair Representation: *City of Seattle (Seattle Police Officers' Guild)*, Decision 11291-A (PECB, 2012) - available [here](#).
- Duty to Bargain in Good Faith: *City of Snohomish*, Decision 1661-A (PECB, 1984) - available [here](#).
- Interference: *Warden School District*, Decision 12778 (EDUC, 2017) - available [here](#).
- Mandatory Subjects: *King County*, Decision 11319-A (PECB, 2013) – available [here](#).

Collective Bargaining Agreements:

It is not necessary to read these in any great detail. Please take a look at these contracts just so you have some familiarity with what public sector collective bargaining agreements look like. Take note of anything that you find interesting, unusual, or unexpected.

- *Klickitat County and Council 2, Washington State Council of County and City Employees, Local 1533DC, AFSCME, AFL-CIO* (2015-2017) – available [here](#).
- *State of Washington (Washington State Ferries) and Puget Sound Metal Trades Council* (2017-2019) – available [here](#).

Labor Arbitration Decisions:

I will e-mail copies of these decisions to you about a week before the class.

- *Spartan Stores, Inc.*, 84 LA 1138 (Daniel, 1985)
- *Gemala Trailer Corp.*, 108 LA 565 (Nicholas, 1997)
- *Lancaster Bd. of Education*, 114 LA 673 (Feldman, 2000)

The Lexicon of Labor, available in the Evergreen Bookstore. At a minimum, please review and understand the following terms. Students are also encouraged to review other entries in the text for additional learning about labor relations concepts and history.

A disclaimer – this book is written by some folks who are clearly “union side,” and that point of view comes through in some of the content. Although a more “neutral” text might be preferable for this class, *The Lexicon of Labor* is much more accessible and colorful than the closest “neutral” text, *Robert's Dictionary of Industrial Relations*. As you read through this material, consider that “neutral” or “management-side” folks might describe some of these concepts in a different way.

AFL-CIO	Bargaining in good / bad faith	Business agent
Agency fee payer	Beck rules	Business unionism
Arbitration	Boys Markets case	Checkoff
Authorization Cards	Bumping	Closed shop

COLA	International union	Ratification
Collective bargaining	Job action	Reopening clause
Company union	Labor movement	Representation election
Confidential employees	Layoff	Retroactive pay
Contracting out	Local	Right-to-work law / state
Contract worker	Management-rights clause	Scab
Craft union	Mandatory subjects of bargaining	Seniority
Decertification	Mediation/conciliation	Shift
Differential pay	National Labor Relations Act	Shop steward
Duty of fair representation	No-strike clause	Sit-down strike
Exclusivity	Open shop	Strike
Fringe benefits	Organizing	Sunshine bargaining
Grievance	Overtime	Two-tiered wage structure
Illegal subjects of bargaining	Past practice	Unfair labor practice
Impasse	PERC	Union security
Industrial union	Permissive subjects of bargaining	Union shop
Industrial Workers of the World	Picketing	Unit clarification
Informational picket	Rank and file	Weingarten rights
Injunctions		Work by the book
		Zipper clause

Films:

- If possible, please watch *Office Space (1999)* some time prior to the class. We will use some scenarios from this film in class exercises and discussions.
- I would encourage you to watch at least one labor-related film if you get the chance. The Evergreen library may have some of these. Here are a few possible choices:
 - *Hoffa*

- *On the Waterfront*
- *Norma Rae*
- *Harlan County USA*
- *Salt of the Earth*
- *Matewan*
- *Silkwood*
- *Final Offer*

Credit Requirements

For credit in this class, students are required to:

- Complete all the assigned readings
- Attend all classes
- Actively participate in all class discussions and activities
- Complete a self-evaluation and an evaluation of the instructor