

**SYLLABUS**  
**G545, Collective Bargaining: Practice and Problems**

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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 miss class, except for *bona fide* emergencies you must make arrangements to take the test prior to the scheduled test date.
3. Incompletes are generally reserved for circumstances that are beyond the students' control that make it impossible to complete the courses – 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. It is almost never a problem at the graduate level, but even so it is on the table, 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 is caught.
5. The grade scale applied in this course :

A	90-100%
B	80-89%
C	70-79%
D	60-69%
F	below 60%

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.

6. There will be two examinations, a midterm, and a final examination. Each examination will consist of 20 multiple-choice questions and 20 true/false questions. 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:

Cases	10%
Midterm Examination	40%
Final Examination	40%
Quizzes	10%

7. 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 50%. Any student receiving a grade of 95% or better on the final, receives an A in the course, as long as they took the midterm and at least two quizzes and did all of the case assignments.
8. Each graduate student must write out the answers to the end of case questions for two cases, these cases must come from the cases assigned in class. Five cases will be assigned and undergraduates must only do two of their choosing, which will be used to calculate the final grade.
9. No extra credit assignments will be given under any circumstances, except as may be announced in class and available to all students.
10. 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.
11. Grades, either individual assignments or final, will not be posted and will be available only through a 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 Description

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

## Course Objectives

This 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: NJ: Pearson-Prentice Hall, 2004. [herein C&H]

Raymond L. Hilgert and David A. Dilts, *Cases in Collective Bargaining & Industrial Relations*, Tenth Edition. New York: McGraw-Hill Higher Education, 2003. [herein H&D]

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## Reading Assignment

(Each assignment is roughly one week)

1. History of the Labor Movement

Chapter 1 C&H

2. Legal Environment – Background

Pages 3-50 H&D

3. Evolution of Labor Movement

Chapter 2 C&H

H&D Case 11

H&D Case 27

4. Establishing a Bargaining Unit

Chapter 3 C&H

H&D Case 2

H&D Case 3

H&D Case 4

H&D Case 5

H&D Case 26

5. Unfair Labor Practices

Chapter 4 C&H

H&D Case 12

H&D Case 13  
H&D Case 29

6. Negotiating a Contract  
Chapter 5 C&H

H&D Case 20  
H&D Case 29

H.C. Katz, "The Decentralization of Collective Bargaining: A Literature Review and Comparative Analysis," *Analysis, Industrial and Labor Relations Review*. Vol 47, (1993) pp. 3-22.

David A. Dilts and William J. Walsh, *Collective Bargaining and Impasse Resolution in the Public Sector*. New York: Quorum Books, 1988.  
Chapters 2 & 3.

David A. Dilts, "Strike Activity in the United States: An Analysis of Stocks and Flows." *Journal of Labor Research*. Vol. VII, No. 2 (Spring 1986): pp. 187-199.

7. Wage and Salary Issues  
Chapter 6 C&H

Clarence R. Dietsch and David A Dilts, "The COLA Clause: An Employer Bargaining Weapon?" *Personnel Journal*. Vol. 61, No. 3 (1982) pp. 220-224.

H&D Case 43  
H&D Case 59  
H&D Case 73

8. Approximate time for Midterm Examination

9. Employee Benefits  
Chapter 7 C&H

D. Weil, "Building Safety: The Role of Construction Unions in Enforcement of OSHA." *Journal of Labor Research*. Vol. 13 (1992), pp. 121-132.

H&D Case 40  
H&D Case 65  
H&D Case 70

10. Job Security and Seniority  
Chapter 8 C&H

H&D Case 49  
H&D Case 62  
H&D Case 78

11. Implementing the Contract  
Chapter 9 C&H

H&D Case 35  
H&D Case 36

12. Grievance and Disciplinary Procedures  
Chapter 10 C&H

H&D Case 54  
H&D Case 64  
H&D Case 69  
H&D Case 72  
H&D Case 81

13. Grievance Arbitration  
Chapter 11 C&H

Pages 183-200 H&D  
H&D Case 43  
H&D Case 66

14. Final Examination