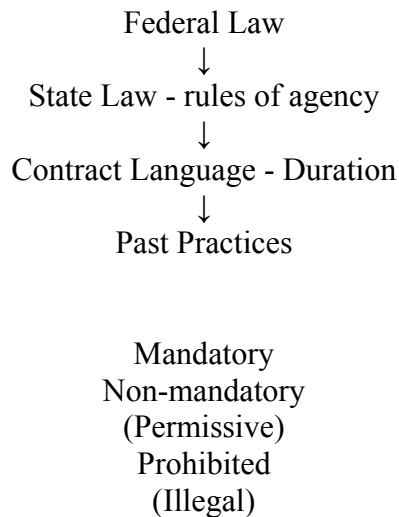


EDU 5721 – Collective Bargaining
Professors Jonathan Hughes and Joan Hughes

This course provided us with a practical road map into negotiations from both a legal point of view as well as a philosophical reference.

Figure 1



During this class the positions of all parties were analyzed and the concerns of the citizens of the community were viewed. Professors Hughes and Hughes provided a powerful team from contrasting points of views - one from management and the other from labor. In this course, contract language and interpretations of contracts were addressed thus giving the class a clearer understanding of what a contract is really saying. The philosophy behind negotiations was covered and we all came to understand that in one form or another, these skills are used in our daily lives. Distributive bargaining, where one side wins and the other loses, was contrasted with integrative bargaining,

where both sides win. Our group concluded that integrative bargaining far outweighed distributive bargaining. Who wants to lose?

The final exercise divided the class into groups, one representing management and the other representing labor. The two sides had to meet and negotiate a contract. Each group was given ground rules for negotiations as well as proposals that were expected to be incorporated into the final contract. This proved to be a very insightful exercise as you pondered the interest of your charge while trying to practice integrative bargaining.

This class has proven to be extremely helpful as I navigate my everyday life.