

COMPREHENSIVE FINAL EXAM

Directions: *Remember to put your name on your exam - I download and print them to grade them, and your name on the first page is very helpful!*

1. This exam is worth a total possible 25 points. You will receive one (1) point if your name is at the top of your exam. (This is as close as I get to a bonus point!).
2. You can receive up to three (3) points for each fully developed answer on the exam.
3. **Clearly identify which question you are answering.**
4. For each question, be sure to carefully read the question. Your answer can be limited to a paragraph, but it is important that you follow the directions (for example, to compare two ideas, or to give three examples of a concept) - look at the verbs within the question.
5. Develop a full answer - don't use bulleted items or phrases. Your answer should stand on its own (be able to be read separately from the question and still make sense to the reader).
6. For each question you are to balance information from our texts with additional information from your course experience and your own perspective. Do not omit references to the texts, but do NOT confine your answer to information taken directly from the text. (Use examples, practical application issues, perspectives expressed in class discussions, your supported opinion).
7. Use this opportunity to show that you understand the course concepts, that you can describe, explain, illustrate, compare, contrast and/or critique an idea or approach, and (most important) that the ideas and essential information from the course will go with you into your future work environments.

This final is intended to be a THINKING activity, not just a recitation activity. I will enjoy reading your responses.

PART I (Answer all four questions in this section)

Question 1:

Chapter 4 delineates the laws that control or otherwise affect private sector labor negotiations. Briefly describe the provisions of the NLRA (National Labor Relations Act) and then briefly describe the five elements of good faith bargaining covered in our text.

Question 2:

Throughout our course the point has been repeated that the choice of lead negotiator or negotiating team spokesperson is very, very important to the team and the success of negotiations. You gained information about the necessary qualities (characteristics) of an effective lead negotiator in your text, in the workbook and in your simulation. Identify five personal qualities (not job title or background) that you have learned are important to have as a negotiating team leader. Describe them in order (most important quality first) and defend your ratings of each of these five characteristics - why you gave that level of importance to the characteristic.

Question 3:

Differentiate between economic strikes and unfair labor practice strikes; describe the differences in their impact on management's options, and the difference for the workers who engage in the strike.

Question 4:

Describe the ways in which interest-based ("Win-Win") bargaining differs from positional (traditional) bargaining; identify at least two potential limitations to a collaborative bargaining approach.

PART II

Question 5:

The author identifies different factors used to assess bargaining power or leverage. Management and labor often used different measures to determine their sense of bargaining power in negotiations. Contrast management's use of economic factors with the union's use of attitudinal and political factors in creating bargaining leverage.

Question 6:

Select three specific examples of healthcare changes that employers may propose in order to control the rising costs of these benefits. How does the “hot button” issue of rapidly rising healthcare costs affect a guiding rule of negotiations, which is to settle non-economic issues first and then move to negotiating wages and benefits”?

Question 7:

When should “costing” or cost estimates begin in the process of negotiations, and how are “rollups” and “new money” part of the cost estimate planning?

Question 8:

In drafting labor contract language, what are three “best practices” to use? Contrast those recommended strategies with two actions that should be avoided in selecting contract language.

Question 9:

Summarize, in at least one fully developed paragraph, the union's position (as described in the Workbook) on the challenges of concessionary bargaining.

THANK YOU!

Dr. Clawson