

Workshop on the Topic:

Using Full-Course Simulations to Encourage Experiential Learning: The Example of Labor Law, Inc.

Event Details

Presenter: Professor Richard Bales, Ohio Northern University College of Law

Date: Monday, 09 October 2017

Time: 15:00 PM - 16:00 PM

Room: N°135

Location: Ivane Javakhishvili Tbilisi State University II Block/Building

Maximum Number of Participants: 30 LL.B. Students

Workshop Admission Prerequisites: Without Prerequisites

Event Contact

Name: Asst. Giorgi Amiranashvili

Room: N°121

Location: Ivane Javakhishvili Tbilisi State University II Block/Building

Email: giorgi.amiranashvili@tsu.ge

Event Description

In Prof. Bales's Labor Law course, he creates a company ('Labor Law, Inc. '), with himself as president and the students as employees.

On the first day of class, he gives students an oppressive employment handbook (the syllabus) and mistreats them. The students quickly figure out that the only way to obtain better treatment is to organize into a union and to negotiate better terms and conditions of 'employment'.

But he puts myriad obstacles in their paths - he fires the union leaders or promotes them to management; he pits employees against each other (e.g., employees who want their 'wages' to be determined by a final exam versus employees who want to do a research paper); he appoints management employees to conduct an anti-union campaign.

Students work with the local office of the National Labor Relations Board to file their election petition just as a real union would; once a petition has been filed, members of the NLRB come to campus to administer the election. If the union wins, the employees bargain with management over a new syllabus, which takes the form of a collective bargaining agreement.

Throughout, students gain an appreciation for how American labor law is premised on employee 'free' choice, the difficulty of forming a union in the face of employer opposition, the tension between the collectivist nature of American labor laws and the individualism that pervades American culture, and the challenges of negotiating agreements when there are multifaceted interests even among those ostensibly on the same side.