

**Department of Sport Management
Isenberg School of Management - UMass Amherst**

SPORTMGT 688 - LABOR RELATIONS IN PROF SPORT
SPRING 2008
ISOM 112 - Thurs. 9:30-12
PHONE/VOICEMAIL: 545 – 5061

PROF. LISA P MASTERALEXIS
OFFICE: 236H ISOM
OFFICE HRS: Tues 12:00-3:00 pm or by appt.
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I. COURSE MATERIALS

REQUIRED

- Matthew Mitten, Tim Davis, Rodney Smith, & Robert Berry, *Sports Law & Regulation: Cases, Materials, and Problems*, Aspen Publishers, © 2005, ISBN #0-7355-4058-6
- Harvard Business Essentials, *Negotiation*, © 2003
- Subscription to *SportsBusiness Journal* OR *SportsBusiness Daily*
- Access to internet for various website searches

II. COURSE OVERVIEW

Sport managers to be aware of the legal implications of their managerial performance. This course provides an exposure to the labor and legal issues facing the professional sports industry. The key areas of emphasis include the structure and governance of professional sports, contracts, antitrust law, labor relations, and agent-athlete relations in the private business sector. The majority of the course materials focus on North American professional team sports, but a global view of professional sport and the law will be encouraged.

III. GENERAL COURSE POLICIES

ATTENDANCE

To successfully achieve the goals of this course, attendance is required. Students are responsible to make up missed work. During the negotiation project every effort should be made to attend. If you know you are going to be absent, inform the professor and team members.

CLASS PARTICIPATION

You are expected to be prepared for every class, as class participation is an important component of this course. *Attendance is not participation.* The quality of participation, as reflected in careful reading and thorough analysis of the cases is important. Attentive listening is also important to build upon each other's comments. Class participation will be judged on the basis of quality and consistency.

ASSIGNMENTS/EXAMS

Assignments should be handed in on time. Late assignments will be penalized 5% per day late.

There are two exams. Students should make every effort to take the exam during the regularly scheduled time. If you have a conflict, a request to make up the exam must be made at least two weeks prior to the scheduled time. If an emergency arises which renders it impossible to make the exam, please notify me prior to the start of the exam. If you cannot reach me, a message may be left on my voicemail or with the main office.

NOTE: Academic dishonesty will not be tolerated. Action will be taken against students in committing academic dishonesty in accordance with the current Graduate Rights and Responsibilities Handbook.

IV. GRADING

Attendance & Participation	10%
Current Legal, Labor, & Business Issues	10%
Mid-Term	25%
Final	25%
Negotiation Project	<u>30%</u>
	100%

<u>Grade Scale:</u>	A 93-100	A- 90-92.99	
	B+ 87-89.99	B 83-86.99	
	B- 80-82.99	C+ 77-79.99	
	C 73-76.99	C- 70-72.99	
	D+ 67-69.99	D 60-66.99	F <60

IV. CURRENT LEGAL, LABOR, & BUSINESS ISSUES GUIDELINES

OVERVIEW

Each student will be assigned dates to present on current legal and business issues. The assignment will prepare you to spot legal and business issues that have an impact on the professional sport industry and labor relations in sport. The presentations should cover new cases, business practices, negotiations, and factual situations which may lead to a legal case/conflict or a key business decision/conflict. On a student's assigned day (s)he is responsible to hand in to me and make a copy for each class member of a typewritten sheet which lists (with source) and summarizes each issue discussed. Members of the class will be responsible for the information presented and discussed.

PRESENTATIONS (AND HANDOUT) SHOULD INCLUDE:

1. Background Information.
2. If it's a case, the issue before the court, holding, rationale
3. If it's a potential conflict, state what you foresee as the issue(s) and arguments
4. The issues facing professional sport industry and labor relations

GRADING BASIS

1. Coverage/understanding of the issue(s); the organization and clarity of presentation
2. Significance of chosen issues to class (relationship between current issues & class discussion)

V. CONTENT OUTLINE AND ASSIGNMENT SCHEDULE

- 1/31 Introduction to Class;
Overview of the Professional Sport Industry in the US - Text pgs. 395-403; Handouts
How to Brief Cases
- 2/7 Overview of Legal Framework - Text pgs. 404-432
Internal League Governance - Text pgs. 432-484;
- 2/14 & 2/26 Antitrust Disputes – Text pgs. 484-512
Labor & Antitrust Intersect – Text pgs. 513-559

PLEASE NOTE:

Our 2/28 class will swap w/Applied Spt. Mkt Research & meet in their Tues. 2/26 9:30-12 timeslot

- 2/21 Guest Speaker – Joe McEacharn, BS UMass Sport Mgt '95; JD UMaine '98
President of the Eastern League
Room TBA
- 3/6 **1st Exam: In Class**
- 3/13 Unfair Labor Practices – Text pgs. 559-585

SPRING BREAK WEEK of March 17th

- 3/27 Collective Bargaining– Text pgs. 586-612
Arbitration – Text pgs. 612-669
- 4/3 Agents– Text pgs. 671-734
- April 10 2nd Exam: In Class**
- 4/17-5/15 Memo Assignment Handout
Harvard Essentials-*Negotiation*
Review Sport League Contracts & CBAs online and in class
Negotiation Project
Reflection Paper

DISCLAIMER: All dates for assignments are approximate. My goal is to create the best learning environment for students. Thus, I maintain the right to revise assignments and assignment dates when necessary to maintain the best learning environment for students.

PLEASE NOTE: Class will meet on 5/15 to finish up negotiation project in lieu of a final exam