**Project Overview**

In this project, you will gain real-world experience in the labor relations field by conducting a Mock Arbitration. You will be showing negotiations between the CAC Company and the International Brotherhood of Electrical Workers (IBEW) Local 3. Details of Instructions will be at the bottom for your review and preparation for Parts I, II, and III of the project. You will find instructions for project attached below:

[Project Instructions](https://content.learntoday.info/MAN4128c_Fall_17/man4128c-fall-17/Media/Instructions%20for%20ARBITRATION%20PROJECT_ma_sw_ma.docx)

The guidelines for the project have been prepared, and both parties are in agreement to arbitrate the labor contract. Throughout the project, you will analyze the case from three different perspectives as you take on these roles. The different roles will include: the CAC Company, the Int'l Brotherhood of Electrical Workers union (IBEW) Local 3, and the Arbitrator. The proposition of this project is that both parties have agreed to arbitrate the labor contract after face-to-face negotiations have stalled.

The Mock Arbitration document will include the following:

* Demographics of the employees working for CAC Company, which will include pay rates, length of service, and titles
* Current contract expiration on the last day of this month
* The demands of labor and the issues that will be part of the arbitration
* Items and issues the company will be taking to arbitration and those they will not be taking
* Current contract

Project to be completed in three phases:

**Phase I** - As the CAC company representative, you will be accountable for detailing the current total cost of labor, under the current contract, to include things such as; benefits, paid time off, and wages. Also, provide detail of the full cost of a new contract and detail what the labor cost if the company is victorious in arbitration.

**Phase II** - As the IBEW Local 3 Representative, you will provide five specific reasons and explain why each of the contract demands presented was items not negotiable.

**Phase III** - As the Arbitrator, you will prepare an Arbitration Agreement Checklist for CAC and IBEW, and a summary of decisions on the contract issues and state conclusions based on the facts of the case. Make sure to give specific reasons for your decisions.

**Due Date**

**Part III of the project is due in Module 05.**The assignments and modules that are due and noted in bold in the timeline below.

**Time Line**

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| --- | --- |
| **Module** | **Assignment** |
| 01 | Introduction |
| 02 | **Part I Mock Arbitration - Company Representative** |
| 03 | **Part II Mock Arbitration - IBEW Representative** |
| 05 | **Part III Mock Arbitration - Arbitrator Findings** |

 **Requirements**

Use clear and concise complete sentences, transitions between paragraphs, and standard spelling, grammar, and punctuation as expected in a professional business plan. Use reliable sources from the Rasmussen's online library.

**Evaluation**

Each part of the project (Part I, II and III) will be graded independently. Each part will have specific instructions for the project.