

<b>Course</b>	HRMG 5930 – Labor-Management Relations
<b>Term</b>	Spring 1, 2010 Mondays, 5:30 p.m.-10:00 p.m. January 4 – March 5, 2010
<b>Instructor</b>	Name: Chuck Knapp, M.S. Phone: 479-484-8164 (Home) 479-648-2473 (Work) Email: <a href="mailto:Charles_e_knapp@whirlpool.com">Charles_e_knapp@whirlpool.com</a>
<b>Catalog Description</b>	Students examine legislation concerning labor-management relations and focus special attention on contract negotiations, contract administration, and the creative resolution of employee-management differences in the context of a formal contract. The course focus is on employee relations characterized as being outside of a negotiated agreement.
<b>Prerequisites</b>	None
<b>Course Level Learning Outcomes</b>	<p>At the end of the course the student will be able to:</p> <ul style="list-style-type: none"> <li>• Explain the legal sources of Employer relationships with Labor Union;</li> <li>• Explain the legal sources of Employer relations with its employees;</li> <li>• Identify and understand concept of union representation rights;</li> <li>• Identify and understand concepts related to Employer and Labor Organization obligations under the National Relations Act;</li> <li>• Apply legal concepts to real life situations;</li> <li>• Learn to read case law and distill language of cases to understandable concepts;</li> <li>• Develop an analytic framework for identifying and resolving legal issues between Employer and Employees and/or Employer and Labor Organizations.</li> </ul>

<b>Materials</b>	<p><b>Handouts:</b> Relevant portions of the National Labor Relations Act (NLRB); case law, sample collective bargaining agreements, arbitration cases, case studies, and other learning aids.</p> <p><b>Passports Component:</b>  <i>Passports is Eden-Webster Library's WWW site, integrating Internet resources and online databases for student and faculty research. Students are encouraged to use Passports for their research needs. Also, Passports is accessible from campus, home, or office, providing 24 accesses to:</i></p> <ul style="list-style-type: none"> <li>• Library Catalogs &amp; Collections</li> <li>• Library Information</li> <li>• Databases &amp; Internet Resources</li> <li>• Forms &amp; Help</li> <li>• Connections to other sites</li> </ul>																																		
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<b>Activities</b>	<p>Learning in this class is heavily dependent on activities and discussion, which take place within the classroom. Homework outside of class will be limited, primarily to reading assignments. Class time will be a mixture of lecture &amp; discussions, guest speakers, in-class assignments and report outs, Internet research and report outs, as well as an arbitration simulation and contract negotiation simulation. As a result, regular attendance and class participation is extremely important.</p>																																		
<b>Policy Statements: University Policies</b>	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are</p>																																		

	<p>of particular interest:</p> <p><b>Academic Honesty</b> The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university’s academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p><b>Drops and Withdrawals</b> Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p><b>Special Services</b> If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p><b>Disturbances</b> Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p><b>Student Assignments Retained</b> From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p><b>Contact Hours for this Course</b> It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
<p><b>Course Policies</b></p>	<p><b><u>Academic Policies</u></b> <b>Absenteeism</b> – Students are expected to attend all class sessions of every course. In the case of unavoidable absence, the student must contact the instructor. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work or for unexcused absences.</p>

	<p>Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advanced permission of the instructor should withdraw from the class. The university reserves the right to involuntarily drop enrolled students from classes, which they do not attend. Students who do not attend the first class session or miss two class sessions, who have not made prior arrangements with the instructor for being absent, will be dropped from their course.</p> <p><b>Make-up Work Assignments-</b> It will be at the instructor’s discretion to assign additional assignments for any student who is absent from a full or partial class session. The work will reflect the current topics being covered in the class session and will amount to extra problems that test from understanding of these constraints.</p>
<p><b>Weekly Schedule</b></p>	<p><b>Week One</b> -- Overview and history of the American labor movement</p> <p><b>Week Two</b> -- Framework of American Labor Law</p> <p><b>Week Three</b> --Overview of the collective bargaining process Preparation for simulated contract negotiations</p> <p><b>Week Four</b> -- Presentation of contract negotiations Debrief and lessons learned</p> <p><b>Week Five</b> -- Administration of the labor agreement Preparation for simulated arbitration hearing Mid-term Exam</p> <p><b>Week Six</b> -- Presentation of arbitration cases Debrief and lessons learned</p> <p><b>Week Seven</b> – Alternatives to traditional labor relations: “Cooperative” labor-management relations. Potential guest speaker</p> <p><b>Week Eight</b> -- Potential International Union guest speaker Alternatives to traditional collective bargaining: Non-union practices and strategies Outside class assignment – contemporary issues in US labor relations</p> <p><b>Week Nine</b> -- Contemporary Issues report outs Final exam</p>