

Course	HRMG 5930 / Labor – Management Relations Fall 2, 2011
Instructor	Name: Jamie Evanoff Phone: 949-981-0834 Email: Jamie.evanoff@ingrammicro.com
Catalog Description	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.
Prerequisites	HRMG 5000
Course Level Learning Outcomes	At the end of the course the student will be able to: <ul style="list-style-type: none"> • Explain the legal sources of Employer relationships with Labor Unions; • Explain the legal sources of Employer relationships with its Employees; • Identify and understand concept of union representation rights; • Identify and understand concepts related to Employer and Labor Organization obligations under the National Labor Relations Act; • Apply legal concepts to real life situations; • Learn to read case law and distill language of cases to understandable rules and concepts; • Develop an analytic framework for identifying and resolving legal issues between Employer and Employee and/or Employer and Labor Organizations.
Materials	Text: Labor Relations (10 th ed) Author: John Fossum Publisher: McGraw-Hill ISBN: 978-0-07-353023-9
Grading	COURSE EVALUATIONS: <ul style="list-style-type: none"> • Attendance and Class Participation (15 points) • Preparation of three class papers (15 points each) • Final paper that identifies the topic most important to the student (40 points)

	<p>Grading Scale: A = 93-100, A- = 92-90, B+ = 87-89, B = 84-86, B- = 80-83, C = 70-79, F = 69 and below</p>
<p>Weekly Schedule</p>	<p>10/17/11 Week 1: Introductions, class objectives, Read Chapters 1-2, Evolution of Labor Unions</p> <p>10/24/11 Week 2: Read Chapter 3, Employment Law and Federal Agencies Paper Due: 3-4 pages, select an Act or other major employment law that you find of most importance. (Worth 15 points)</p> <p>10/31/11 Week 3: Read Chapters 4-5, Union Structures, Attitudes and Behaviors</p> <p>11/7/11 Week 4: Read Chapters 6-7, Organization and Avoidance, Paper Due: 3-4 pages identify the pros and cons of joining a union. (Worth 15 points)</p> <p>11/14/11 Week 5: Read Chapters 8-10 Bargaining</p> <p>11/21/11 Week 6: Read Chapters 11-12 Contract Negotiations Paper Due: 3-4 pages assume the role of a union leader and identify five issues you would pursue in your collective bargaining agreement. (Worth 15 points)</p> <p>11/28/11 Week 7: Read Chapters 13-15 Cooperation and Grievance</p> <p>12/5/11 Week 8: Read Chapters 16-17 Public Sector Unions</p> <p>12/12/11 Week 9: Class Presentation and Class Paper, 5-7 pages, re: Topic To Be Selected By Student (Worth 40 points)</p>
<p>Policy Statements: University Policies</p>	<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 of particular interest:</p> <p>Academic Honesty 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><u>Attendance Policy:</u></p> <p>The University reserves the right to drop students who do not attend class the first week of the term/semester. Students are expected to attend all class sessions of every course. In the case of unavoidable absence, the student must contact the instructor directly. The instructor may give ample warning to the student and then recommend that the student withdraw from the course. The student is subject to appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused absences. Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advanced permission from the instructor should withdraw from the class.</p> <p>Drops and Withdrawals</p> <p>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>Special Services</p> <p>If you need accommodations for a disability, please let the instructor know at the beginning of the course so that they can be provided.</p> <p>Disturbances</p> <p>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>
Course Policies	<p>ATTENDANCE POLICY</p> <p>Because of the extent of material to be covered in this nine-week class, it is important that you come well prepared. Students are responsible for all information given during the class instruction. <u>Absences will adversely affect your grade. Students absent for two or more classes will not receive a passing grade nor receive credit for the course.</u></p>