

Course	HRMG 5930 / JA / Labor Relations
Term	Fall 1, 2009 – Monday – 6:00 pm – 10:00 pm 8/17, 8/24, 8/31, 9/8 (Tuesday) , 9/14, 9/21, 9/28, 10/5, 10/12
Instructor	Name: Maxie Broome Work Phone: (904) 382-2434 Email: mbroomelaw@aol.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	Ballot, M. (1996). Labor Management Relations In A Changing Environment. (2 nd Edition). John Wiley & Sons, Inc. ISBN# 0-471-11185-6 To Order Textbooks go to the local North FL website www.webster.edu/jack and click on Order Textbooks to select a vendor (Note: Textbooks must be ordered 2 weeks prior to class to ensure delivery)

	<p>Supplemental Reading:</p> <ul style="list-style-type: none"> • Handouts used for this course to supplement classroom instruction. <p><u>Research Paper Guidelines and Sample Paper</u> – See website @ www.webster.edu/jack and click on the Student Resources category.</p>																														
<p>Grading</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Assignments</th> <th style="text-align: right;">Maximum Points</th> </tr> </thead> <tbody> <tr> <td>• Pre-Assignment including Passports Internet Proficiency</td> <td style="text-align: right;">15 Points</td> </tr> <tr> <td>• In-Class Written Assignment</td> <td style="text-align: right;">15 Points</td> </tr> <tr> <td>• Presentation of Chapters Assigned</td> <td style="text-align: right;">30 Points</td> </tr> <tr> <td>• Final Exam</td> <td style="text-align: right;">30 Points</td> </tr> <tr> <td>• Class Participation and Attendance</td> <td style="text-align: right;"><u>10 Points</u></td> </tr> <tr> <td>TOTAL</td> <td style="text-align: right;">100 Points</td> </tr> </tbody> </table> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Percentage of Total Points</th> <th style="text-align: left;">Grade</th> </tr> </thead> <tbody> <tr> <td>95%-100%</td> <td>A</td> </tr> <tr> <td>90%-94%</td> <td>A-</td> </tr> <tr> <td>88%-89%</td> <td>B+</td> </tr> <tr> <td>84%-87%</td> <td>B</td> </tr> <tr> <td>80%-83%</td> <td>B-</td> </tr> <tr> <td>70%-79%</td> <td>C</td> </tr> <tr> <td>Below 70%</td> <td>F</td> </tr> </tbody> </table>	Assignments	Maximum Points	• Pre-Assignment including Passports Internet Proficiency	15 Points	• In-Class Written Assignment	15 Points	• Presentation of Chapters Assigned	30 Points	• Final Exam	30 Points	• Class Participation and Attendance	<u>10 Points</u>	TOTAL	100 Points	Percentage of Total Points	Grade	95%-100%	A	90%-94%	A-	88%-89%	B+	84%-87%	B	80%-83%	B-	70%-79%	C	Below 70%	F
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<p>Activities</p>	<p>The following is a list of course activities that can be utilized by the Instructor in teaching this class:</p> <ul style="list-style-type: none"> • Practical examples of application of the legal concepts; • “Team” approach to collective bargaining negotiations; • “Team” approach to the presentation of an arbitration case; • Independent research papers on difficult and/or interesting legal issues related to the subject matter such as, the legal status of arbitration handbook clauses in a non-union setting; The treatment of temporary employees under the NLRA for representation purposes. • A mid-term and final examination is required for this course. The Instructor must be able to evaluate the students’ progress at the mid-term because some of the legal concepts are fairly difficult and the mid-term is needed to assess whether a change in course presentation is needed. I have used both in-class as well as take-home tests. All the tests have at least two (2) difficult questions that require an essay answer. 																														

Pre-Assignment:

- Up to 3-page paper incorporating 5 index/glossary terms and 5 Passports reference citations.
- Present 5 to 10 minute oral summary.
- Pre-assignment must be completed prior to first class, turned in and presented during Session 1.

In-Class Written Assignment:

- At least 1 page, but no more than 2 page handwritten synopsis of in-class video applying appropriate legal/ethical concepts.
- 45 minutes allowed for completion in-class immediately following video viewing. To be turned in immediately upon completion.
- Grammatical and spelling errors will result in scoring penalties.

Presentation of Chapters Assigned:

- Grade based on advance preparation, content development, relevance of chapters, delivery and presentation style.
- Suggest use of PowerPoint, Audio Visual Aids and/or Charts and Graphs.
- Concise outline of presentation to be distributed to instructor and all class members.
- Grading parameters for presentation of chapters assigned shall be 10% for the group and 20% for the individual.

Final Exam:

- Take home, open book, notes and use of research information. To be distributed in advance of the last class session, and to be collected, at the final class session, for grading.
- 10 short answer essay questions requiring appropriate legal analysis.
- Each question is worth 10 points maximum for complete concise analysis.
- Each answer should be no more than 1 page in length typed.
- Grammatical and spelling errors will result in scoring penalties.

Class Participation and Attendance:

- Students are expected to attend all class sessions of every course for the full 36 contact hours. 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 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 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. **PLEASE BE ADVISED:** Students who do not attend the first

	<p><u>class session, who have not made prior arrangements with the instructor for being absent, will be dropped from their courses.</u></p> <ul style="list-style-type: none"> • Attendance the last day of class is mandatory to ensure that all work is completed and to be awarded a passing grade. An Incomplete will not be acceptable without documental proof (Death Notice, Doctor’s Letter, etc.) as to absence relating to non-completion of class work. These must be faxed 904-262-1459 or dropped off to Webster University by the Monday after the term ends. • Participants are expected to arrive on time and be actively involved in the learning experience. Each student should desire to learn, participate, and proactively contribute to the learning of others during each discussion and exercise. • Students are to participate in classroom discussions. The discussions are an opportunity for students to reveal their understanding of the assignments made for the current and previous classes. • Assignments are given to prepare the student to participate in class discussions; therefore, it is imperative that reading assignments and associated questions for discussion be completed prior to class. • A maximum of 10 points will be awarded based on the level and quality of participation and preparation. • Failure to turn in an assignment within one week will result in a grade of "0" for that assignment. In addition, failure to submit an assignment will lower the final grade by an additional two points. • All assignments are due as detailed in the Course Schedule. • Late assignments will be accepted, if they are turned in <i>no later</i> than one week later, but will be penalized one letter grade. Furthermore, late assignments will lower the student's final grade by an additional one point. • Late assignments will not be accepted for the final assignments the last week of the course to allow timely completion and grades to be submitted.
<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</p> <p>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>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 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>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> <p>Student Assignments Retained</p> <p>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>Contact Hours for this Course</p> <p>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>Course Policies</p>	<p>Make-Up Requirements</p> <ul style="list-style-type: none"> • For each class hour missed, a one (1) page, double-spaced, typed paper, with one (1) reference will be submitted by the end of the term. The topic will be specific to organizational change and/or strategic planning in healthcare. A four (4) hour class will require four (4) pages supported with (4) references from popular or academic press. • This paper will be graded and incorporated in the class participation grade. If the make-up work is not submitted, the student's final grade will be reduced one (1) letter grade. • (Students are responsible for any class material presented during their

	absence, and any assignments due should be submitted prior to the absence, if possible).	
Weekly Schedule		<p>Pre-Assignments for Session 1:</p> <ul style="list-style-type: none"> • Write up to a 3 page paper analyzing 5 key class concepts from the text book. As a suggestion; you may utilized the text book index to initiate this exercise. The paper should include 5 Passports reference citations. • You will make a 5 to 10 minute presentation/summarization of your paper at the first class; after which you will turn same in for grading.
	Session 1	<p>THEME: Introduction to Class</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class introductory exercise; administrative parameters of class • Through review of syllabus, and instructor expectations • Self-assignment of Chapters for future class presentations • Pre-assignment presentations <p>Assignments for Session 2:</p> <ul style="list-style-type: none"> • Read; and be prepared to discuss, text Chapters 1, 2, and 3; respectively covering American Labor-Management Relations; The Historical Development of the American Labor Movement; and Labor and Employment Law
	Session 2	<p>THEME: Introduction to Labor Law</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class discussion of relevant legal/business/political current events • Presentation/discussion of Chapters by assigned individuals(s) <p>Assignments for Session 3:</p> <ul style="list-style-type: none"> • Read; and be prepared to discuss, text Chapters 4, 5, and 7; respectively covering Union Structure and Government; Union Organizing and; Unions and Collective Bargaining

	<p>Session 3</p>	<p>THEME: Unions</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class discussion of relevant legal/business/political current events • Presentation/discussion of Chapters by assigned individuals(s) • Pre-assignment will be graded and returned • Final examination (10 question, short-answer, essay) to be completed and handed-in at last class, will be handed out <p>Assignments for Session 4:</p> <ul style="list-style-type: none"> • Read; and be prepared to discuss, text Chapters 8, 9, and 10; respectively covering Collective Bargaining for Economic Supplements; Institutional issues in Collective Bargaining; and Administrative Issues in Collective Bargaining
	<p>Session 4</p>	<p>THEME: Collective Bargaining</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class discussion of relevant legal/business/political current events • Presentation/discussion of Chapters by assigned individuals(s) <p>Assignments for Session 5:</p> <ul style="list-style-type: none"> • Read; and be prepared to discuss, text Chapters 11 and 12; respectively covering Labor Disputes and Their Resolution; and Alternative Dispute Resolution techniques
	<p>Session 5</p>	<p>THEME: Dispute Resolution Techniques</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class discussion of relevant legal/business/political current events • Presentation/discussion of Chapters by assigned individuals(s) • In-class Mid-Term Assignment: Video will be shown, after which student will write and turn in, for grading, a 1-page handwritten paper. <p>Assignments for Session 6:</p> <ul style="list-style-type: none"> • Read; and be prepared to discuss, text Chapters 13, 14, and 15; respectively covering The Union Strike; Labor-Management Disputes: Union Boycotts and Corporate Campaigns and; Unionization in the Public Sector

	<p>Session 6</p>	<p>THEME: Union Disputes</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class discussion of relevant legal/business/political current events • Presentation/discussion of Chapters by assigned individuals(s) <p>Assignments for Session 7:</p> <ul style="list-style-type: none"> • Read; and be prepared to discuss, text Chapters 16, 17, and 18; respectively covering Public Sector Unionism: The Federal Government; Public sector Unionism: State and Local Government and; The Scope and Future of Labor-Management Relations
	<p>Session 7</p>	<p>THEME: Public Sector Unionism</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class discussion of relevant legal/business/political current events • Presentation/discussion of Chapters by assigned individuals(s) <p>Assignments for Session 8:</p> <ul style="list-style-type: none"> • Read; and be prepared to discuss, text Chapters 19 and 20; respectively covering Current Issues, Future Concerns and; The Future Shape of Labor-Management Relations
	<p>Session 8</p>	<p>THEME: The Future of Unions</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class discussion of relevant legal/business/political current events • Presentation/discussion of Chapters by assigned individuals(s) <p>Assignments for Session 9:</p> <ul style="list-style-type: none"> • Complete final examination to be turned-in beginning of final class session.
	<p>Session 9</p>	<p>THEME: Recapitulation</p> <p>Topics:</p> <ul style="list-style-type: none"> • Class farewell exercise • Course recapitulation • Final examination will be collected for grading

Additional Information	<p>This course is designed to develop the student’s analytical ability to apply legal concepts under the NLRA as well as the employment laws, to practical real-life situations. Many of the students are HR Professionals who bring their collective experience to the classroom and who introduce interesting and/or difficult practice applications of the Course subject matter. The student does not need to be an HR Professional to understand the Course content; however, it may take additional work for such a student to fully grasp the concepts and applications taught in this Course.</p>
<p>Reviewed by: <u> <i>J. Ewing</i> </u></p> <p>Job Title: <u> Faculty Coordinator </u></p> <p>Date: <u> 08/22/07 </u></p>	

Revised 8/9/07