

Course	MNGT 3420 Labor-Management Relations
Term	Spring 1, 2008
Instructor	Name: Nathan Stewart Phone: (816) 289-6891 Email: nathanstewart06@webster.edu
Catalog Description	Studies the historical development and legal framework of labor-management relations, labor unions, and collective bargaining. Explores current trends in labor relations.
Prerequisites	Human Resources Management (MNGT 3400)
Course Level Learning Outcomes	<p>Upon successful completion of this course, the student will be able to:</p> <ol style="list-style-type: none"> 1. Define, discuss, and differentiate important terminology, facts, concepts, principles, laws, and theories relating to labor-management relations. 2. Identify and apply appropriate terminology, facts, concepts, principles, laws, and theories when analyzing basic labor-management relations problems. 3. Develop solutions to basic labor-management relations problems using the terminology, facts, concepts, principles, laws, and theories taught in this course. 4. Evaluate the quality of their proposed solutions against appropriate labor-management relations criteria, including union responses. 5. Describe the stages and processes involved in resolving disputes in the workplace, including grievances and arbitration. 6. Discuss fundamental differences in labor-management relations between the United States and selected other countries. 7. Discuss the history of unionization and current issues confronting unions in the United States, including as globalization, diversity, and the shift to a service economy.
Materials	<p><i>Labor Relations: Striking a balance.</i> 2/E Budd, J. W. McGraw-Hill Irwin. ISBN-10: 0073404896 ISBN-13: 9780073404899</p> <p>Text is available through MBS Direct Books at 1-800-325-3252 or www.mbsdirect.net. Checks and credit cards accepted.</p>

<p>Grading</p>	<p>Your course grade will be based on your scores on your examinations, papers, assignments, and your contributions to class discussions. These different components will be weighted as follows:</p> <p>Assignments: 20%</p> <p>Midterm Examination: 25%</p> <p>Final Paper: 20%</p> <p>Final Examination: 25%</p> <p>Class Participation: 10%</p> <p>Assignments:</p> <ul style="list-style-type: none"> • Discussion Questions – At the end of each class, select questions from the chapters to be read over the following week will be assigned to the students. • Articles – Each student will be required to bring an article related to labor relations management to class 4 times. The student will give an article summary (not reading the article) and be prepared to answer questions from the students and the instructor regarding the article. Starting in week 2, half of the class will bring articles on even numbered weeks and half of the class will bring articles on odd numbered weeks. <p>Midterm Examination: Covering chapters 1-7. The closed-book examination will be made up entirely of essay and short answer questions.</p> <p>Final Paper: The final paper is a research paper on a topic related to labor relations management. The topics must be approved by the instructor by the end of week 4. It is the responsibility of the student to ensure that this requirement is met. A matrix detailing the instructor’s expectations for the paper will be handed out to students during week 4. Papers will be in APA format and 17500 to 2000 words in length, not including the abstract, cover page, or sources.</p> <p>Final Examination: Covering chapters 8-14. The closed-book examination will be made up entirely of essay and short answer questions.</p> <p>Class Participation: A combination of attendance (including not showing up late and leaving early), active participation in discussions and cases, and being respectful to other students and the instructor.</p> <p>Students will receive one of the following letter grades upon completion of the course. The letter grade received is dependent on the percentage of points obtained from examinations, final paper, assignments, and your contributions to class discussions/exercises.</p> <p>95-100% A 90-94% A- 87-89% B+ 83-86% B</p>
-----------------------	--

	<p>80-82% B- 77-79% C+ 73-76% C 70-72% C- 64-69% D+ 60-63% D Below 60% F</p> <p>The UNDERGRADUATE catalog provides these guidelines and grading options:</p> <ul style="list-style-type: none"> · A, A- superior work in the opinion of the instructor · B+, B, B- good work in the opinion of the instructor · C+, C, C- satisfactory work in the opinion of the instructor · D+, D passing, but less than satisfactory work in the opinion of the instructor · I incomplete work in the opinion of the instructor · ZF An incomplete which was not completed within one year of the end of the course · F unsatisfactory work in the opinion of the instructor; no credit is granted · W withdrawn from the course · IP course in progress · NR not reported for the course · Z a temporary designation given by the registrar indicating that the final grade has not been submitted by the instructor. When the final grade is filed in the Office of the Registrar, that grade will replace the Z.
<p>Activities</p>	<p>Classes will include lectures, exercises, and discussions of videos and short cases. Some individual exercises may be completed during class, but most will be completed outside class. You are expected to have read the assigned chapters before class each week; this includes the first night of class. This will enable you to participate in any exercises and to ask questions about material you didn't understand.</p> <p>There will be one midterm examination and a final examination. The examinations will consist primarily of short answer and essay questions. The examinations will cover all of the assigned readings, even if the material was not discussed in class. In addition, you may be tested on information introduced in lectures, videos, cases, or other handouts which is not covered in the textbook.</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>Drops and Withdrawals 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 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 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 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 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>
Course Policies	<p>This syllabus may be revised at the discretion of the instructor without the prior notification or consent of the student. The schedule below presents an approximate expectation of course progress. The instructor reserves the right to add, delete, or modify any weeks of this schedule. Any changes will be announced during class.</p>

Weekly Schedule	<p>Week 1 Foundations</p> <ul style="list-style-type: none"> • Reading: Chapters 1, 2, & 3 <p>Week 2 Historical and Legal Framework</p> <ul style="list-style-type: none"> • Reading: Chapters 4 & 5 <p>Week 3 Labor and Management, Organizing</p> <ul style="list-style-type: none"> • Reading: Chapters 6 & 7 <p>Week 4 Bargaining</p> <ul style="list-style-type: none"> • Reading: Chapter 8 • Mid-term Examination <p>Week 5 Strikes and Contracts</p> <ul style="list-style-type: none"> • Reading: Chapters 9 & 10 <p>Week 6 Current Labor Issues</p> <ul style="list-style-type: none"> • Reading: Chapters 11 & 12 <p>Week 7 World Labor, Future of Labor</p> <ul style="list-style-type: none"> • Reading: Chapters 13 & 14 • Final Paper Due <p>Week 8 Final</p> <ul style="list-style-type: none"> • Final Examination
Additional Information	<p><i>None</i></p>