

<b>Course</b>	HRMG 5930 LABOR RELATIONS
<b>Term</b>	Spring 1, 2009
<b>Instructor</b>	Name: Nathan Stewart Phone: (816) 289-6891 Email: <a href="mailto:nathanstewart06@webster.edu">nathanstewart06@webster.edu</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>	HRMG 5000
<b>Course Level Learning Outcomes</b>	At the end of the course the student will be able to: <ul style="list-style-type: none"> <li>• Explain the legal sources of Employer relationships with Labor Unions;</li> <li>• Explain the legal sources of Employer relationships 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 Labor 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 rules and concepts;</li> <li>• Develop an analytic framework for identifying and resolving legal issues between Employer and Employee and/or Employer and Labor Organizations.</li> </ul>
<b>Materials</b>	Labor Relations, 12/E Arthur A. Sloane, Fred Witney Prentice Hall Publishing ISBN-10: 013196223X ISBN-13: 9780131962231  Text is available through MBS Direct Books at 1-800-325-3252 or <a href="http://www.mbsdirect.net">www.mbsdirect.net</a> . Checks and credit cards accepted.

<p><b>Grading</b></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: 10%</p> <p>Midterm Examination: 25%</p> <p>Final Paper: 20%</p> <p>Mock Negotiation: 10%</p> <p>Final Examination: 25%</p> <p>Class Participation: 10%</p> <p>Assignments:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul> <p>Midterm Examination: Covering chapters 1-5. 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 2250 to 2500 words in length, not including the abstract, cover page, or sources.</p> <p>Final Examination: Covering chapters 6-10. The closed-book examination will be made up entirely of essay and short answer questions.</p> <p>Mock Negotiation: Throughout the course students will utilize time in and out of class to conduct research and prepare for a mock negotiation between management and labor to be held near the end of the course.</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>
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	<p>95-100% A  90-94% A-  85-89% B+  80-84% B  75-79% B-  70-74% C  Below 70% F</p> <p><b>The GRADUATE catalog provides these guidelines and grading options:</b></p> <ul style="list-style-type: none"> <li>• <b>A/A-</b> Superior graduate work</li> <li>• <b>B+/B/B-</b> Satisfactory graduate work</li> <li>• <b>C</b> Work that is barely adequate as graduate-level performance</li> <li>• <b>CR</b> Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses.</li> <li>• <b>F</b> Work that is unsatisfactory</li> <li>• <b>I</b> Incomplete work</li> <li>• <b>ZF</b> An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal.</li> <li>• <b>IP</b> In progress</li> <li>• <b>NR</b> Not reported</li> <li>• <b>W</b> Withdrawn from the course</li> </ul>
<p><b>Activities</b></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><b>Policy Statements:  University Policies</b></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><b>Academic Honesty</b>  The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards.</p>

	<p>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>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>
<p><b>Weekly Schedule</b></p>	<p>Week 1 Introduction to Labor Relations</p> <ul style="list-style-type: none"> <li>• Reading: Chapter 1</li> </ul> <p>Week 2 Historical and Legal Framework</p>

	<ul style="list-style-type: none"> <li>• Reading: Chapters 2 &amp; 3</li> </ul> <p>Week 3 Union Behavior</p> <ul style="list-style-type: none"> <li>• Reading: Chapter 4</li> </ul> <p>Week 4 Bargaining, Grievances, and Arbitration</p> <ul style="list-style-type: none"> <li>• Reading: Chapters 5 &amp; 6</li> <li>• Negotiation Teams Assigned</li> </ul> <p>Week 5 Wage Issues</p> <ul style="list-style-type: none"> <li>• Reading: Chapter 7</li> <li>• Mid-term Examination</li> </ul> <p>Week 6 Economic Supplements, Institutional Issues</p> <ul style="list-style-type: none"> <li>• Reading: Chapters 8 &amp; 9</li> </ul> <p>Week 7 Administrative Issues</p> <ul style="list-style-type: none"> <li>• Reading: Chapter 10</li> </ul> <p>Week 8 Negotiations</p> <ul style="list-style-type: none"> <li>• Mock Negotiation</li> <li>• Final Paper Due</li> </ul> <p>Week 9 Final Exam</p>
<p><b>Additional Information</b></p>	<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>